



The Healing Trust's

Culture and Care Fund

The Culture and Care Fund helps grant partners build workplaces where staff thrive. Research from the [Worker Thriving Co.](#) shows this happens when policy, culture, and leadership priorities work in tandem to support staff wellbeing. Successful applicants use funding to make lasting organizational shifts in these areas or address the root of ongoing culture challenges, rather than offering a one-off benefit to staff. Funding requests should support clearly defined strategies specific to the applicant's staff and organization that improve culture, promote staff care, and build the capacity for compassionate leadership. This grant is not intended to benefit a single individual; if a request includes line items for individual development, applicants should demonstrate the broader organizational impact.

A Successful Applicant:

Understands the Need

- ☒ Clearly describes why the grant is needed at this time.
- ☒ Outlines strategies to address organizational culture and staff care that are in alignment with the needs described in the proposal, considering areas of culture, leadership, and policy as appropriate.

Builds a Thoughtful Foundation

- ☒ Has researched their plan to address the staff and organizational needs and provides supporting documentation (for example: sample policies, staff surveys, consultant bios, etc.)
- ☒ Demonstrates that its Board is supportive of initiatives that require its approval or support.

Balances Capacity and Longevity

- ☒ Has a reasonable timeline for implementing the project or program and considers the impact on staff's current workload.
- ☒ Describes a plan to sustainably nurture the impact of the grant beyond the grant term.

Designs an Intentional Investment

- ☒ Clearly describes how the funds will be used, in alignment with the needs described.
- ☒ Creates a budget that is aligned with the scope of the project, is right-sized in request amount, and describes how estimations were determined.

Honors Fund Boundaries

- ☒ Does not request funds for line items outside the scope of this grant, including salaries, benefits, one-time wellness retreats, or wellness stipends.
- ☒ Includes the appropriate financial match in the budget and clearly outlines how those dollars will be used.

Planning Your Budget

Financial Match

This grant requires a financial match from the applicant based on the organization's operating budget size. The maximum amount that can be requested is \$20,000.

Sample Budget

Use this sample budget as a guide to categorize your Culture and Care grant expenses, write descriptive line items, and apply your matching funds. It is not required to use this format, but please provide all the necessary information should you choose a different approach.

Operating Budget Size	Match
Less than \$500,000	10%
\$500,000 to \$999,999	20%
\$1,000,000 to \$2,999,999	30%
\$3,000,000 to \$4,999,999	40%
\$5,000,000+	50%

Definitions:

- **Total Expense:** The complete cost of the project line item, including grant funds and organizational match
- **Requested Grant Funds:** The amount being requested from The Healing Trust
- **Organizational Match:** The financial contribution from the applicant

Item	Description	Total Expense	Requested Grant Funds	Organizational Match (10%)
Consultant Fees	Fees associated with consultant for handbook review, policy recommendations, and implementation	\$6,000	\$6,000	\$0
Wellness Fund Seed Money	Seed money to establish Wellness Fund and related policy	\$2,500	\$2,500	\$0
Facilitation Fees	Fees for training on restorative practices, conflict management and understanding conflict styles	\$5,000	\$5,000	\$0
Retreat Expenses	Funds for meals at staff retreat, staff coverage during trainings, and retreat venue	\$1,350	\$0	\$1,350
Total:		\$14,850	\$13,500	\$1,350

A Note on Retreats and Wellness Programs:

This grant targets the root causes that prevent staff from thriving rather than short-term fixes. Standalone stipends and retreats are only funded if they are tied to sustainable organizational infrastructure beyond the grant term. Retreats will be considered if they focus on facilitated discussions around key challenges, targeted skill development, or dedicated space for staff healing.