

Mountain Hardwear Gives Back Program



The Mountain Hardwear Gives Back Program was created because the company believes it is important to protect the wild spaces on earth and to help more individuals experience those spaces. The Gives Back committee is a group of Mountain Hardwear employees who work together to evaluate projects and determine grants. We distribute the Gives Back budget throughout the year, beginning every January, based on applications submitted by July 1 of the previous year.

Grantees become partners of Mountain Hardwear; the company explores ways besides funding to become involved with the grantee organization. For example, Mountain Hardwear can set aside a day when employees can help with a service project or incorporate a grantee's project into our promotional materials.

Gives Back supports organizations which have an outdoor component and fall within the following categories:

1. Environmental Partners

Programs working to keep wild spaces wild, healthy, and accessible.

2. Outdoor Community Partners

Programs that provide opportunities for people to experience the outdoors as well as support for the destination communities for these outdoor experiences.

3. Recreation Partners

Programs that support a specific region or aspect of the outdoor recreation or preservation of an outdoor-recreation culture.

4. Industry Partners

Industry organizations that help Mountain Hardwear further our Give Back efforts.

5. Employee Partners

Mountain Hardwear employees may apply for grants to fund a project or for paid time off for volunteer work in a Gives Back program.

Criteria used by the Gives Back committee include:

- Alignment with the Gives Back philosophy
- Clearly articulated goals, plans, and financials.
- A clear way for evaluating the project's success
- Strong and effective leadership
- Community buy-in demonstrated by local funding, volunteer participation, and local collaborative efforts
- Ongoing evaluation of program effectiveness
- Sustainability of program and organization
- Funding should not be for general operating expenses or staff payroll.
- Opportunities for Mountain Hardwear to become involved beyond funding
- 501(c)(3) status

How to Apply

Please fill out the following and email to: GivesBack@mountainhardwear.com

We will acknowledge receipt of your email application within four weeks. Applications are due by July 1 for funding the following January. We will inform all applicants about grants by October 1. If you have questions please email GivesBack@mountainhardwear.com. No phone calls please.

Please be sure that your total application package does not exceed four pages. Only four pages from each applicant will be included in the evaluation kit that is distributed to the Gives Back committee.

Summary of Applicant Organization

Organization Name:

Address:

City:

State:

Zip:

Executive Director:

Phone:

Fax:

Email:

Purpose of Grant:

Requested amount of funding and/ or product:

Does the organization have 501(c)(3) status?

Tax ID or EIN:

In addition to the Summary of Applicant Organization, please include the following information:

1. Organization Information

- a) Mission statement
- b) Brief history
- c) Brief description of current programs
- d) Brief biographies of key staff

2. Grant purpose

- a) Target population
- b) Goals
- c) Activities for accomplishing goals
- d) Timetable for implementation
- e) Partnering organizations, if any

3. Evaluation

- a) Results expected during funding period
- b) How the program's success is to be measured
- c) Document how past funds were used (for past Gives Back grantees).

4. Financials

- a) 990s for 501(c)(3) or a percentage breakdown of administrative, fund-raising, and project spending
- b) Proposed program budget
- c) Major contributors with contribution amounts
- d) Volunteer involvement
- e) In-kind contributions

5. Partnership opportunities

- a) Volunteer opportunities for Mountain Hardwear employees
- b) Promotional opportunities
- c) Possible additional collaborative projects