

## Investing in People- Frequently Asked Questions

### **Why does Devon offer the Investing in People grant?**

Devon Canada's Investing in People grant reflects our strong commitment to the development of people and our support for programs that foster healthy and respectful workplaces. The grant encourages innovative projects and activities that help to build organizational, rather than individual capacity.

### **Who is eligible for Devon's Investing in People grant?**

All non-profit organizations in Alberta and Devon's commuter communities in British Columbia. Non-profits **do not** need to have registered charitable status to apply for this grant.

### **What types of projects are you looking for?**

We are looking to award grants for programs intended to improve the non-profit as an organization through staff and volunteer development and retention strategies. Examples include organizational strategic planning, workforce planning, employee and volunteer training, team building, knowledge sharing activities and leadership development.

### **How much funding is available to my organization?**

Up to \$5,000 is available per organization.

### **How many non-profits will receive funding?**

Devon provides grants to 10-15 non-profits per year for winning proposals. Only one proposal per organization can win each year to ensure various non-profits and communities can benefit.

### **Should I apply for the full allowable amount?**

You can apply for any amount up to \$5,000. Keep in mind that the way you allocate funds for your project is an important part of the judging process. Only apply for the amount you need to successfully run your project and be considerate of your budget.

### **What applications have been successful in the past?**

Please see examples of past successful projects in previous years listed on our website. Use these for inspiration or to see how Devon has helped non-profits create a better environments for staff and volunteers.

### **How are the winners selected?**

Proposals go through a preliminary assessment by teams of Devon employees, guided by the community investment team through a grade application rubric. The teams consist of employees from many areas of the organization. Each team then selects their top applications and submits them in the final judging meeting where the grant winners will be chosen.

### **How long will it take for me to know the outcome of my proposal?**

Organizations will be notified if their application was successful or not by mid-March. The successful applicants will receive the monetary award in late March or early April.

### **What is required of my organization if I receive the grant?**

Successful organizations are required to submit a one - two page report on the outcomes of the grant. We ask that applicants submit their reports within one year of winning. Devon may also request to use your project for future promotional materials.

If you have further questions about the Investing in People grant, please email

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