

## No organization can thrive without its champions!

For PEAK Grantmaking, that's our staff, current board members and alums, and our chapter, peer group, and committee leaders. You represent PEAK as a leader of this organization. To prepare you, this guide provides high-level information, talking points, and answers to help you shine as a PEAK ambassador.

## 2024 Community Highlights

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**550+**

Organization and  
Consultant Members

**2,500+**

organizations in our  
network

**8,000+**

people in our  
network

**350+**

volunteers

**20+**

chapters, caucuses, and affinity  
groups within our community

## Our Vision

Realizing the full potential of philanthropy to drive equity and opportunity.

## Our Mission

Transforming philanthropy by elevating the field of grants management and empowering grants professionals to lead the way in operationalizing equity-centered, values-driven grantmaking practices.

## Our Purpose (Theory of Change)

We believe in principled grantmaking practices that align funders and nonprofits as equal partners in advancing their respective missions and strategic objectives. Narrowing the power gap and ensuring that funders live their values through their grantmaking practices will result in positive change for the causes and solutions we seek to collectively advance.

## Key PEAK Resources

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- **Courage in Practice: Principles for Peak Grantmaking**: Our most downloaded resource, this white paper offers an overview of the Principles which guide our work.
- **Our Latest Issue of the Journal**: With an action planner and a comprehensive suite of articles supporting PEAK's Learn, Share, Evolve Principle, this supersized edition of *PEAK Grantmaking Journal* is designed to support you in answering this three-part call to action and transform grantmaking in the process.
- **Our Peer Networks**: PEAK chapters, caucuses, and affinity groups are led by your peers in philanthropy and offer communities of belonging to dive deeper into becoming a change agent for equitable, effective grantmaking practice and to build your career.
- **GM101**: PEAK offers Grants Management 101 each year, both as a preconvener session at our annual convening and as a virtual cohort learning series.
- **CONNECT**: Connect with other grants management professionals on our online forum, which is open exclusively to members.

# Principles for Peak Grantmaking

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Created by and for our members, the Principles for Peak Grantmaking are our call to action for transforming the practice of philanthropy into the practice of principled grantmaking. It's time to move from conversation to action, and we believe grants management professionals can lead the way with this values-driven, equity-centered, practice-based road map for change.



- **Tie Practices to Values:** Link grantmaking practices with grantmaker values, integrating values throughout every aspect of grantmaking to propel the mission.
- **Narrow the Power Gap:** Use practices and policies to help narrow the power gap between grantmakers and grantseekers, and value equally the resources each brings to the partnership.
- **Drive Equity:** Build grantmaking practices and policies that minimize bias and support decisions that promote justice, inclusion, and equity.
- **Steward Responsibly:** Manage all entrusted resources—people, finances, reputation, time—with care to balance stewardship with an agile approach to risk.
- **Learn, Share, Evolve:** Contribute to building sector-wide knowledge and seek wisdom from others pursuing change and impact.

## Partnering With PEAK Through Investment

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To continue as a sustainable organization and build our capacity to support PEAK and our network of change agents in advocating for equitable grantmaking practices, we encourage members of our community to invest in PEAK in the ways that work best for their organizations, specifically through the following ways:

- **Organization Membership:** Champion courageous practice change and ensure all-inclusive access to our resources and community for your entire team.
- **Sustaining Organization Membership:** Support PEAK annually with an additional investment alongside your membership dues.
- **Program support and sponsorship:** Help PEAK host our annual convening, regional meetings, and other programs that foster learning and connection.
- **Grants:** Partner with PEAK to realize our respective missions and visions through general operating support.
- **Personal contributions and matching gifts:** Contribute to PEAK as a nonprofit you care deeply about.
- **Volunteer:** Our volunteers act as champions for equitable, effective grantmaking practice change, as well as advocates for their peers to become change agents with them. We always welcome new and returning volunteers to lead and support our efforts!

## New to PEAK? Join us!

We invite professionals who work at grantmaking organizations and philanthropy-supporting organizations to join at no cost as Individual Members. Not eligible for Individual Membership? [View our annual report](#) to learn more about PEAK and explore potential partnership opportunities with us.