The Starbucks Foundation believes in developing young people to become extraordinary leaders, by investing in the leadership skills required for the changing global economy.

At this time there are more than 1.2 billion 15 to 24 year olds, the largest global cohort of young people in history. A growing number of these young people are disengaged and unemployed, often referred to as NEET (not engaged in employment, education, or training).

The Starbucks Foundation is interested in supporting organizations that equip young people ages 15 to 24 years old in the three following areas:

1. **Business Savvy: Having the ability to leverage opportunities with integrity and innovation; to make good decisions and achieve results.**
   - Advance opportunities for young people (focus on underserved populations) to become extraordinary leaders in business and social enterprises.
   - Provide training and experience to foster leadership confidence - including innovative thinking, risk taking (management) and teamwork
   - Aim to help young people gain skills to prepare them for their future career

2. **Social Conscience: Valuing the impact an individual and enterprise can have on the community.**
   - Advance training for young people that helps integrate an enterprising spirit with social conscience
   - Develop young people’s interest in long-term civic engagement in their community

3. **Collaborative Communication: Engaging others in an inclusive manner across teams, functions and cultures; ability to leverage new and creative ways of communication**
   - Promote inclusion and understanding of the evolving global society and economy new and creative modes of communication
   - Deliver services, disseminate information, provide training and/or build broad networks
   - Provide opportunities for young people to collaborate in new and creative ways
   - Demonstration of a commitment to building bridges of understanding between and among different youth communities

We also strongly encourage organizations to include information in their proposal about how they exhibit one or more of the following elements:

- Young people are active in the leadership of the organization.
- Opportunities to reach young people who otherwise would not have the opportunity to develop leadership skills in an area unfamiliar to them
- Telling the stories of emerging young leaders. Examples include: newsletters, public performances and other communication outreach
- Opportunities for young people to gain knowledge of and experience with people of different cultural, racial, economic, religious and ethnic backgrounds
- Provide opportunities for Starbucks partners (employees) and multiple stores to be engaged in community service
Intended Outcomes

Organizations will be asked to provide information regarding these outcomes at the end of the grant period:

- Describe how the community benefited from young people participating in the program
- Describe how young people engage in the community in addition to the program
- Describe how young people benefited from providing service to the community
- Describe how young people benefited from the program in both the short-term and long-term
- Describe how Starbucks partners help advance the organization and help young people
- Number of Starbucks partners participating in activities with the organization
- Total number of Starbucks partners community service hours with the organization

Application Process

The Starbucks Foundation accepts letter of inquiry submissions on an annual basis, November 1st through December 15th. The Starbucks Foundation only reviews letters of inquiry from US and Canadian organizations that are submitted through our online form and will not accept letters of inquiry in any other formats. We are focused on supporting organizations located in cities in which we have a strong retail presence where ongoing partner (employee) involvement is possible. We will contact the organization directly if we'd like to request a full grant proposal.

Eligibility requirements:

Eligible Organizations for Starbucks Foundation Grants
The following types of organizations are eligible to request funding from The Starbucks Foundation:

- U.S. applicants must be tax-exempt, nonprofit organizations as defined under Section 501(c)(3) of the Internal Revenue Code.
- Applicants outside the United States must be charitable in purpose and identified as nongovernmental organizations (NGOs) or the equivalent of a tax-exempt nonprofit organization.

Ineligible entities for Starbucks Foundation grants

- Private foundations
- Nonprofit organizations without a current 501(c)(3) exempt status or nongovernmental organizations without equivalent charitable status in their own country
- Political, labor, and fraternal organizations
- Religious organizations without a secular community designation A secular designation is defined as an organization separate from the church or religious organization that provides services to people regardless of their
religious beliefs and does not propagate a belief in a specific faith. Example: A food bank that is a separate 501(c)(3) organization from a church and provides food and meals to anyone who qualifies for services, regardless of religious belief.

- Hospitals and medical research institutions
- Individuals
- Universities and academic research institutions
- Conferences or symposia
- Individual schools, school districts, or Parent Teacher Associations
- Sporting teams

**Ineligible activities:**
Due to regulatory considerations and the Foundation’s funding policies, the following types of activities are not eligible for funding from the Starbucks Foundation:

- Events, tables, exhibitions, performances or sports tournaments and one time volunteer events not connected to a program curriculum
- Capital campaigns (including use of grant funds for exclusive purchase of technology and materials)
- Trips and travel
- Contests, festivals or parades
- Sponsorship of fundraising or other events
- Advertising
- Tickets to events
- Supply drives

**Budget Guidelines:**

**Grant size and expectations:** We will consider grants between $10,000 and $30,000. Please be specific about the amount of funding you are requesting. Funds should be spent within one year of grant award.

Funding will be considered based on numbers of beneficiaries served, geographic reach, organizational capacity, size of operating budget, and specific program budget.

Because of our vision to be a catalyst for community action, approximately 10% of each grant budget should be allocated to provide resources and capacity (supplies, communication materials, staff time) needed for Starbucks partners and others to participate in community service to support the organization and the community.

For example: Total grant request of $20,000 USD includes $18,000 for project expenses and $2,000 for community service resources.

In all cases the project budget should show reasonable per client costs and no more than 50% of the request can be designated for either general operating costs or staff salaries. The funds you are requesting should not represent more than 10% of your organization’s overall operating budget.
The Starbucks Foundation will give priority funding to organizations that can demonstrate sustainability. You will be asked to provide us with a list of other funders: current, projected, as well as pending requests for funding.

**Funding Period:** Grants will be for one year. Organizations are eligible for funding for three consecutive years. After three consecutive years of funding, organizations will be asked to take a year "off" before reapplying.