

## Terms of Reference (ToR)

### Sub-Grant Program for Small Business Initiatives Led by and/or Supporting LGBTQI+ Individuals

#### 1. Background

LGBTQI+ individuals often face systemic barriers to economic inclusion, including discrimination in employment, lack of access to capital, and limited opportunities for entrepreneurship.

**This funding program aims to empower LGBTQI+ persons through direct financial support for small business development and entrepreneurship, as part of a broader effort to promote economic independence, visibility, and dignity within the LGBTQI+ community.**

#### 2. Objective of the Funding

- Support LGBTQI+ individuals in developing or expanding income-generating activities;
- Contribute to economic empowerment and resilience;
- Foster inclusive and equitable entrepreneurship;
- Encourage business ideas that support diversity and inclusion.

#### 3. Funding Scope

Grant amount: up to €2,500 per selected project.

##### Eligible uses:

- Equipment purchase,
- Raw materials,
- Initial marketing costs,
- Legal registration,
- Rental of business space,
- Other justifiable startup/expansion costs.

##### Ineligible uses:

- Personal expenses,
- Loan repayments,
- Activities that promote discrimination,
- Unregistered businesses involving high legal or financial risk.

#### 4. Eligibility Criteria

Applicants must meet the following requirements:

1. Self-identify as a member of the LGBTQI+ community. No proof beyond self-declaration is required.
2. Be 18 years or older at the time of application.
3. Be a resident of Armenia, or provide proof of at least 1 year of residence in Armenia, and plan to operate the business locally.
4. Submit a clear business idea or proposal that outlines objectives, implementation plan, and expected outcomes through online application system.

5. Be committed to non-discriminatory business practices.
6. Be open to participating in mentoring, business development, or reporting activities as requested.
7. The sub-grant is open to applications from individuals, legal entities, or NGOs, and the amount does not increase depending on the size of the team

**Attention:** Priority will be given to applicants who have not received prior funding and/or other material/non-material assistance through this or similar programs.\*

## 5. Selection Process

Applications will be reviewed by an independent selection committee based on:

- Clarity and feasibility of the business idea;
- Potential for impact (economic and/or community);
- Inclusivity and ethical practices;
- Realistic budget and sustainability potential.

Shortlisted applicants may be invited for a short interview and/or pitch presentation.

## 6. Reporting

- Selected sub-grantees must submit a brief narrative and financial report within 3 months of receiving the sub-grant, in accordance with the contract."
- The sub-grantee must also be prepared to deliver a presentation on the project implementation and achieved results, as stipulated in the contract."

## 7. Timeline and Grant Scope

Announcement date	September 5, 2025
Application Period	September 5 – October 6, 2025
Review and selection	October 6- 30, 2025
Announcement of results	November 3-6, 2025
Maximum Grant Amount	€2,500
Implementation period	Up to 3 months after grant is received

**Attention:** Each individual or team may submit only one grant application. Applying with a team is encouraged; however, the maximum grant amount will remain unchanged regardless of the number of partners involved.


## 8. How to Apply

Applications must be submitted via the online [Application Form](#).

### 8.1. List of Required Supporting Documents to be Submitted

- Budget
- Workplan
- Electronic copy of the identity document
- For legal entities, electronic copies of the relevant certificate and the charter/statutes

### 8.2 Contact Information

For any questions regarding applications, please contact us in writing by sending an email to:   
[contact@ngngo.net](mailto:contact@ngngo.net)

**According to NGNGO procedures and technical capabilities, only applicants whose *applications* are approved will be notified about the competition results.**