

YWCA's Getting Ahead in A Just Getting By World

*FY 2018 Buncombe County Community
Funding*

YWCA of Asheville and Western North Carolina

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Application Form

Project Name*

Name of Project

YWCA's Getting Ahead in A Just Getting By World

Amount Requested*

Amount Requested

\$10,000.00

Service Area*

Which Commissioner Districts are served by this program?

Access a map of Buncombe County Commissioner districts [here](#).

District 1

District 2

District 3

Which county sustainability goal aligns best with the goals of this project?*

Based on the Buncombe County Sustainability Plan, select a Category, Goal & Objective that align with the focus of the project and the specific results that will be achieved.

Access the Buncombe County Sustainability Plan [here](#).

Economy > Workforce Development > Identify and reduce barriers to employment (e.g., childcare, transportation, housing, insurance)

If applicable, select a second sustainability goal that aligns with project goals.

Result 2 is optional - Select if project aligns with more than one Sustainability Category, Goal & Objective.

If applicable, select a third sustainability goal that aligns with project goals.

Result 3 is optional - Select if project aligns with more than one Sustainability Category, Goal & Objective.

Project Description

Project Description*

Description of Project

Annually, Getting Ahead in a Just Gettin' By World (GA) empowers 30 low-income women in Buncombe County to build resources (such as income, assets, or support systems) for a more prosperous life for themselves, their families, and their communities. Over a structured 16-session series of workshops, participants are empowered to make change on three levels: the individual, the institutional, and the community by understanding the causes of poverty, developing resources to address the causes, engaging the community and continuous evaluation and improvement. It is rigorous work done in a safe learning environment where adults investigate their own experience of poverty, as well as explore issues in the community that impact poverty -banking, housing, and jobs, to name a few- providing critical information to take action to end poverty. Participants are provided with transportation, meals, and no-cost child care while attending workshops. Participants also receive a small stipend in recognition of their time and contributions to the group. Each participant completes an assessment of their resources then develops a Resource Building Plan to increase and manage financial resources. Participants regularly check in with their case manager to track progress and receive support for 18 months. After graduation, participants continue to utilize no cost child care while working on their individual plans or utilizing resources. GA puts concepts, tools, and relationships in the hands of people in poverty to make a difference in their own lives and in the life of our community. GA aligns with Buncombe County's Sustainability Plan strategy to increase workforce development through the promotion of partnerships to reduce poverty. Funding from Buncombe County will ensure that this vital community service will continue to empower women in poverty to become financially secure.

How many people will this project serve?*

State the number of individuals or households in Buncombe County that will be served by this project. Also state the number of people that will experience the desired result. For example, if dropout prevention services are being delivered to 100 students, how many will successfully graduate from high school?

GA serves 30 low-income women in Buncombe County annually through two cycles. Additionally, roughly 20 children could be positively impacted by their parent's economic advancement as a result of GA.

1) After attending a 16-week workshop series, 80% (24/30) of participants will report an increased understanding of the causes of poverty and demonstrate knowledge of how to access resources, thereby reducing barriers to employment.

2) 80% (24/30) of participants will develop a personal Resource Building Plan (RBP) that includes at least one goal to manage their financial resources, such as reduce debt, begin savings account, increase income, improve credit score, access affordable housing, access more affordable child care, etc.

3) With ongoing case management, at least 70% of participants will build their resources and report increases in income, educational goals, employment status, a decrease in debt and/or a positive change in support systems.

Describe the people this project will serve.*

Characterize the demographics of the project's target population in terms such as age, gender,

income, race, ethnicity, geographic area, etc. Include information about method of referral/recruitment of the target population.

GA targets low-income women living at or below 200% of poverty, diverse in age and ethnicity, and living in Buncombe County. We plan to target mothers and primary caregivers of young children in the upcoming year. In 2015-16 GA served a total of 43 women including new program participants and previous graduates still enrolled in case management. We had 27 new participants enroll, 24 of whom graduated from the program. Of the 27 participants, six are mothers of young children, representing seven children. Four of these children were cared for through our no-cost Empowerment Child Care (ECC) while their mothers attended workshops. In 2015-16 GA participants consisted of 65% African American women, 20% Caucasian women, 4% Latina women, and 11% women of mixed race; ages 19-80. We recruit from our internal programs and our partner agencies, such as Our Voice, Helpmate, Goodwill, Asheville Buncombe Institute of Parity Achievement, Asheville Housing Authority, and more.

What key steps will you take to achieve the results of this project?*

Describe the core elements of your implementation plan, including milestones that will take place within the funding timeframe.

From July 2017-June 2018 the YW will offer two cycles of Getting Ahead for 30 participants.

Step 1: Recruit Participants

Step 2: Facilitate 16-Session Workshop Series

Step 3: Help participants create their individual Resource Building Plans

Step 4: Measure Knowledge Gained

Step 5: Provide ongoing support for participants in order for them to execute their individual Resource Building Plans

Step 6: Recruit and train up to 2 graduates to co-facilitate future Getting Ahead workshops

Step 7: Measure Participant successes in executing their Resource Building Plans

Step 9: Program Evaluation

Step 8: Institute program changes based on evaluations, feedback from participants, and anecdotal observations of the facilitator

Repeat all steps for each Getting Ahead cycle.

Describe the evidence of success that backs this project's approach.*

What evidence of success (i.e. evidence-based research, practice model, accreditation, industry standards, and/or other framework) are you using as a basis for your project design?

Based on Ruby Payne's "Bridges Out of Poverty" and Philip DeVol's "Bridges to Sustainable Communities," GA is a proven empowerment program for women and families living in poverty. Grounded in 30 years of longitudinal, and ongoing qualitative case-study, the research based program has been replicated in poverty stricken communities in more than 40 US states and in five foreign countries. A 2015 national study of GA conducted by Elizabeth A. Wahler, PhD, at Indiana University, suggests that, "the program, when conducted according to the model designed by Philip DeVol, is facilitating positive changes in poverty-related knowledge, perceived stress, mental health and well-being, social support, self efficacy, hope, and goal-directed behavior and planning. Statistically significant changes between beginning and ending Getting Ahead were observed on standardized measures for each of these constructs in a large, diverse, national sample of Getting Ahead investigators."

Describe your data collection, tracking, and reporting procedures.*

Explain your methods for documenting project, service and client information. Include a description of any software or other tools utilized.

An Access database has been built to assist in tracking GA participants and their progress toward their goals. Demographics, personal Resource Building Plans, and case notes for each participant are maintained in the database, which is password protected and only accessible to the Women's Empowerment department. Paper files are maintained to capture initial interview information, assessments, information releases, paper copies of the Resource Building Plans and any other paper documentation relevant to each participant.

Explain your technological resources and capacity.*

Explain your current technological strengths and barriers and how this impacts your ability to track data and report outcomes. Who is responsible for adaptation and use of technology within your organization?

Three years ago the YWCA purchased new Daxco software to replace older, expensive and clunky systems used by various programs. This has greatly streamlined our processes especially in terms of enrollment and billing in our fitness and youth programs. This program is used successfully by several programs, therefore no one person holds all the knowledge reducing risk to the agency overall.

We have a part time IT Coordinator who has an extensive background in systems and is responsible for general support for all IT needs; phones, computers, printers/copiers, and database management. We have explored various outcomes tracking software but have not yet found one that meets the various needs of all of our programs. Further, our budget does not allow for such an expense at this time. Therefore, each program has developed its own tracking system using Microsoft Office software and Google. Outcome reports are secured on a shared agency drive to ensure continuity of information over time.

Organizational Profile

How does the proposed project support your mission and strategic plan?*

State your mission and the date of your most recent strategic plan, and explain how the proposed project helps advance your organizational goals.

The YWCA of Asheville is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all. The YWCA works to accomplish this mission by providing programs that help bridge gaps in education, earning power, health and wellness, and access to childcare for low-income and/or minority families in our community. The YWCA's Strategic Plan, passed by the board in May of 2014, identifies empowering women, including economic empowerment programs, as an integral part of the organization's mission. Our previous women's economic empowerment program's, New Choices, most stable funding source was eliminated in the State Budget in FY13/14. Retooling the program with community input, diverse and multi-year funding, was identified as one of the organization's top five priorities in the Planning process. In February 2015 we implemented GA to replace New Choices.

What expertise/accomplishments do you have that are relevant to the proposed project?*

List your organization's strengths as well as accomplishments from the past 3 years that position the organization to be successful with the proposed project.

GA is in its third year and has served 63 women, 56 of whom graduated from GA. Of the 26 participants that have been working on their plans for 1 year: 15 have increased their incomes through better jobs or pay increases, one has become a homeowner, four have reduced debt/improved credit, two are enrolled in school, one is on track with her health goals, one has attained a support network goal, and one is increasing her savings. These are unduplicated participant numbers; many of these participants are completing or working on goals in other areas too. Other successful program at YW are: Empowerment Child Care, which helped 495 families improve economic security and provided 748 children with 28,690 hours of free care over the past three years. MotherLove, which helped 96 young women who were pregnant or parenting move on to the next grade or graduate in the same time period. Nationally only 36% of teen mothers graduate whereas 98% of ML participants graduated in the past 10 years.

Describe partners that are critical to the success of your organization.*

List any external partners, intermediaries or advisors important to your success, and describe their role and evidence of their commitment. Describe successful collaborations with these people or groups.

On Track Financial Education and Counseling, Goodwill Industries, and Children First/Communities In Schools are all strong partner agencies who provide services onsite at the YWCA to GA participants and will refer their own clients to GA. On Track provides educational workshops and one-on-one services to graduates with economic goals. Goodwill conducts resume writing, cover letter writing, and networking workshops. Children First/Communities In Schools has presented on advocacy to our graduates several times. Additionally, AB-Tech provides one-on-one counseling to support GA graduate enrollment. Finally, Helpmate and Our Voice will refer appropriate clients to the GA program in the coming year. GA is currently funded by the Sisters of Mercy of North Carolina Foundation and the United Way of Asheville and Buncombe County.

Financial Information

Nonprofit financial assurance requirements:

Financial statements, prepared using a recognizable basis of accounting (i.e., modified accrual) and IRS Form 990s must be submitted to Buncombe County annually.

- Organizations with annual revenues of \$300,000 or greater must submit financial statements audited in accordance with generally accepted auditing standards.
- Those with revenues between \$100,000 and \$300,000 must submit financial statements reviewed in accordance with SSARS 19.

- Those with revenues of less than \$100,000 must submit non-disclosure financial statements compiled in accordance with SSARS 19.

All financial statements must be reported on by a certified public accountant and include a full balance sheet, income statement, and cash flow statement.

These requirements are considered minimum requirements. Organizations may submit a higher level of assurance than is required.

IRS Form 990 - Upload Here

Click Choose File to upload a copy of the 990 form you most recently completed.

YWCA990_2015.pdf

If your organization does not have a 990, briefly state the reason.

Include a statement of intent to comply with nonprofit financial assurance requirements as listed above.

Financial Statements - Upload here

Click Choose File to upload a copy of the most recently completed financial statements (audit, compilation or review).

Audited Financial Statements 15-16.pdf

If your organization does not have financial statements, briefly state the reason.

Include a statement of intent to comply with nonprofit financial assurance requirements as listed above.

Complete Budget Worksheet - Upload Here*

Download the budget form [Here](#).

Complete the budget form for this project/program and the overall agency. Save it to your computer, then upload it by clicking Choose File.

County Budget Request - Getting Ahead.xlsx

Budget Narrative*

Describe all differences between current year and proposed year. List all pending funding sources with expected date of notification. Please detail any other information that may help clarify the budget.

The submitted budget reflects no significant changes in the current and proposed year. Confirmed funding sources include: United Way of Asheville and Buncombe County. Pending funding sources include: Community Foundation of WNC: Women For Women (LOI stage, 12/2016) and the Sisters of Mercy Foundation (LOI Stage, 4/2017).

What (if any) portion of requested funds will be used to support capital expenses?*

Capital projects are defined as those used to acquire or upgrade physical assets such as property, buildings, or equipment. Please detail.

None.

Employee Wages

Please provide information about the wage breakdowns of your employees. Living wage for Buncombe County has been identified as \$11.00 per hour for employees with employer-provided health insurance and \$12.50 per hour for employees without.

Employees with employer-provided health insurance*

List the number of employees in your organization with employer-provided health insurance in each wage category. For salaried employees, use hourly wage equivalents.

\$7.25 - \$10.99 per hour

\$11.00 - \$14.99 per hour

\$15.00 - \$19.99 per hour

\$20.00 - \$24.99 per hour

\$25.00 - \$29.99 per hour

\$30.00 - \$34.99 per hour

\$35.00 - \$39.99 per hour

\$40.00+ per hour

\$7.25 - \$10.99/hr: 10

\$11.00 - \$14.99/hr: 22

\$15.00 - \$19.99/hr: 8

\$20.00 - \$24.99/hr: 0

\$25.00 - \$29.99/hr: 2

\$30.00 - \$34.99/hr: 0

\$35.00 - \$39.99/hr: 1

\$40.00+/hr: 0

YW is committed to paying competitive wages to staff and over the past three years we've made significant strides to increase wages. In accordance to our strategic plan, two years ago we raised all employees starting wage from \$7.50/hr to \$9.00/hr and last year raised it to \$10.00/hr for childcare and front desk staff. Additionally, we pay higher wages based on childcare credentials/educational experience. Some childcare staff have started at \$12-\$15/hr based on their credentials. Others have gone back to school to earn more. We offer generous benefits including 10% retirement to staff who work 1,000 hrs/yr after 2 years employment, free fitness club membership, and 10% discount for our full time child care program. Please note that these additional benefits are not calculated in the local Living Wage formula.

Employees without employer-provided health insurance*

List the number of employees in your organization without employer-provided health insurance in each wage category. For salaried employees, use hourly wage equivalents.

\$7.25 - \$12.49 per hour

\$12.50 - \$14.99 per hour

\$15.00 - \$19.99 per hour

\$20.00 - \$24.99 per hour

\$25.00 - \$29.99 per hour

\$30.00 - \$34.99 per hour

\$35.00 - \$39.99 per hour

\$40.00+ per hour

\$7.25 - \$12.49/hr: 47

\$12.50 - \$14.99/hr: 6

\$15.00 - \$19.99/hr: 2

\$20.00 - \$40.00+/hr: 0

The YW actively promotes enrollment in the ACA for part-time staff not eligible for our health insurance. Many have enrolled and pay as little as \$20 per month for coverage. Others are covered by a family member's insurance. We work tirelessly to recruit and retain qualified staff while trying to keep our services as affordable as possible. Currently, it will cost \$111,340 in additional annualized funding to pay a living wage to all of our staff. This is a challenge as we have lost over \$300,000 in annualized funding from the NC legislature in the past three years -Minority Health, School Age Vouchers and Displace Homemaker Funds. However, we intend to continue to chip away at this issue as it aligns with our values and what is best for our staff and the community. Thank you for giving us the opportunity to partner with Buncombe County.