

United Way of Racine County  
Building an Educated Workforce  
Request for Proposals (RFP)



United Way  
of Racine County

# **2018-19 Community Investment Request for Proposal**

DECEMBER 2017

United Way of Racine County  
*Building an Educated Workforce*  
2018 Request for Proposal (RFP)

## **Overview**

United Way of Racine County (UWRC) fights for the education, financial stability and health of every person in our community. We have identified key areas in education, financial stability, health and basic needs to build an educated workforce. We invite applications from mission-driven, nonprofit community-based organizations to apply for funding, when available.

Applicants should reflect these principles and demonstrate a focus on programs in the specific impact strategies outlined below. Community investment committees comprised of issue experts, community leaders and others review and make funding decisions on the strategies and best practices that can have the greatest impact on critical community issues. Each proposal will be assessed by the appropriate investment committee according to the criteria outlined in this document. We have one life. To live better, we must LIVE UNITED. United We Fight. United We Win.

## **Important dates** (Attachment I)

UWRC announces the availability to apply for funding early December. Details can be found on UWRC's website at [www.unitedwayracine.org](http://www.unitedwayracine.org).

The online Request for Proposal (RFP) process opens on December 7, 2017 with a due date for online application submission February 7, 2018. Organizations are required to attend the December 7, 2017 community investment session to learn more about the process.

Applicants will be reviewed by the appropriate investment committees in February, March and April. Funding recommendations are made in May. The grant award notification timeframe is late May.

Program funding will begin July 1, 2018 and end June 30, 2019. Program funding requires a revised budget (if needed), monthly clients update, mid-cycle reporting, year-end reporting, an accountability review and complying with policies and procedures. Program funding is for one year. Organization must apply with UWRC County for subsequent funding years.

### **Communities of interest**

While all communities and neighborhoods have concerns that deserve to be addressed, there is enormous variation across neighborhoods in Racine County. Programs must be objective and have indicators based on the clients served.

### **Evaluation of program outcomes and community impacts**

Applicants will be required to submit a logic model with required outputs and outcomes. The RFP, monthly client updates, mid-cycle report and year-end report must demonstrate resources (inputs), activities, outputs, short-term and intermediate initiative/program outcomes, and it is required to use community level impact measures defined by UWRC.

### **Eligibility**

Applicants should review UWRC's Policies & Procedures for the full list of criteria used to determine if an organization is eligible to request funding. The minimum criteria to apply for funding includes, but is not limited to:

- Is a not-for-profit organization, has Articles of Incorporation and exemption from federal income tax under Section 501(c)(3).
- Does not knowingly employ individuals or contribute funds to organizations found on terrorist-related lists officially announced by the U.S. Government, the United Nations or the European Union. Can submit certification to UWRC indicating compliance with the spirit and intent of the U.S.A. Patriot Act and other counterterrorism laws as requested.
- The organization is governed by an active, voluntary board of directors, consisting of members of the general community. Must be able to provide current board of directors list with terms of officers and affiliations, and minutes of the last six board meetings.
- The organization is not primarily political in nature and does not provide services limited to members of a particular religious group.
- Most recent annual certified audit or financial statements and annual report reports containing the auditor's communication of findings, internal control deficiencies and/or weaknesses along with the organization's response to those matters.
- IRS Form 990 or 990EZ.
- Current organization budget with reasonable diverse and sustainable funding sources.
- Each proposed project/program budget must demonstrate reasonable diverse and sustainable funding sources and expenses.
- Stated policies of nondiscrimination and complies with all requirements of state and federal laws and regulations on nondiscrimination and equal opportunity, including Americans with Disabilities Act (ADA), with respect to board or organizational operations.
- Does not discriminate based upon actual or perceived age, race, color, religion, sex, gender, sexual orientation, gender identity/expression, veteran or marital status, national origin, ancestry, citizenship, disability, or health status.
- Comply with UWRC's partnership, marketing and fundraising requirements (annual campaign and displaying the UWRC logo on website/materials).
- Assume all liability associated with the program.

**Required program structure, components and essential elements**

The proposed program must align with one or more United Way priorities reflected in the impact strategies described in this document. After selecting an investment area under which to apply, the applicant organization must:

- Determine which of the required activities/outputs and corresponding outcomes/indicators under investment area(s) apply to the proposed program.
- Consider the extent to which the proposed program is able to track and report on the United Way "shared outcomes" for the investment area in which the grant is being sought.
- Clearly describe plans to collect and report data on the shared outcomes in the upcoming funding years.
- Clearly describe the training, experience, skills, and qualifications of program staff for effective delivery of the model proposed.
- Clearly state how the proposed program will be sustained and/or scaled at the end of the grant cycle.

Proposals must demonstrate that services to be provided are tailored to meet the needs of the identified population in Racine County.

**Selection criteria**

Each proposal will be assessed by the appropriate investment committee and scored according to the following criteria:

1. Community needs
  - Is this program needed in our community?
  - Program proposal provides a clear description of community outreach and strategies for targeted participant identification, engagement and retention.
  - Program proposal demonstrates a return on investment with measurable benefits to the community.
2. Program review
  - Program description: Program proposal describes the services that will be provided.
  - Program structure: Program proposal explains the service activities, times, frequencies, locations, and are conducive to unique client needs.
  - Program collaboration: The proposal describes the program ability to collaborate and how the impact of the collaboration will be measured.
  - Program outcomes: The proposed program provides a thorough description of the specific outcomes and indicators.
  - Program reporting: The proposed program provides a thorough description on data collection methods, measurement process and tools used.

3. Organizational capacity

- The proposed program describes current plans and future opportunities to leverage funding to draw additional resources.
- The applicant organization provided a clear explanation of how the program aligns within the selected impact strategy.
- The applicant organization possesses the staff, volunteers, space, equipment, and general organizational capacity to implement the work plan/logic model.
- The applicant organization has the capacity to effectively manage and implement activity with parameters of the UWRC policies and procedures.

4. Financial capacity

- Does the organization's most audit reflect major or ongoing concerns?
- Does the organization's current budget balance
- Does the organization have the ability to operate the program for three months despite material fluctuation in income and expenses?
- Are there strong financial concerns based on the ratios calculated in the audit review worksheet?

5. UWRC relationship

- Did the organization conduct a workplace campaign? Was the annual campaign information submitted to UWRC by December 31, 2017?
- Did the organization promote UWRC?
- Does the organization comply with current policies and procedures?
- Does the organization submit required documentation on time and has the ability to report on a timely manner?

**Award information**

Grantees will be considered UWRC funded programs and will enter into an agreement with UWRC that specifies the award amount, deliverables, outcomes measures (program and community), reporting requirements and partnership responsibilities, and time period of grant award. Funding rationales are shared with each program and shared with the community when appropriate.

Reporting requirements will include monthly client file updates, mid-cycle, year-end reports that show program reporting on outputs, outcomes and community impact as specified in individual contracts.

UWRC will conduct an accountability review. This allows the program to show accountability and continuous improvement through observation of program activities, review of client files and other measures.

UWRC funded agencies activities include active and enthusiastic participation in the annual campaign, including conducting an internal campaign of its employees and board of directors, conducting tours and providing speakers in support of the campaign, etc.

UWRC funded agencies will display UWRC signage on all facilities and display the logo on all correspondence and publications including websites.

On an ongoing basis, UWRC funded agencies will participate in UWRC activities and special events such as Day of Action and so forth.

Agreement will be awarded for a period of one year with monthly client file updates, an accountability review, mid-cycle, and year-end reporting.

### **Applicant responsibilities**

- All organizations **must** attend the community investment breakfast meeting with United Way series on December 7, 2017 to review the community investment process and are encouraged to attend the January 11, 2018 CaseWorthy technical training session.
- Meet the eligibility requirements.
- Submit an online competitive request for proposal by February 7, 2018.
- Applicants who successfully complete the review process are awarded program funding will enter into a contract with UWRC.

### **Request for Proposal process**

All information and application processes will be available through the UWRC and CaseWorthy websites. Inquiries will be directed to the website at [www.unitedwayracine.org](http://www.unitedwayracine.org). The website contains additional information regarding the RFP process, as well as information pertinent application information.

It also requires the completion and submission of an online competitive request for proposal, which provides UWRC with an in-depth review of the organization and its proposed programming. Components of the online competitive grant include:

- Narrative section
  - Description that demonstrates capacity in all areas specified in selection criteria.
- Logic model with all components including resources (inputs), activities, outputs, outcomes and goals.
- Budget(s)
  - Current agency budget.
  - Proposed annual program budget for grant period.
  - Proposed expenditure details for grant award amount.

In addition, the following attachments must be provided electronically:

- The reports containing the auditor's communication of findings, internal control deficiencies and/or weaknesses along with the organization's response to those matters.
- List of current board of directors with terms of officers and affiliations.

**Organizations that do not have a current and updated CaseWorthy profile will be required to submit the following documents as part of the RFP process:**

- Letter of exemption from federal income tax under Section 501(c)(3);
- Most recent IRS Form 990 or 990EZ, and any relevant communication from the IRS;
- Most recent annual certified audit or financial statements, including the management letter and any response to the management letter, if applicable, are also included;
- Organization's by-laws;
- Most recent annual report;
- Nondiscrimination and Equal Employment Opportunity (EEO) policies;
- Insurance coverage certificate(s);
- Any required licenses and certificates.

**Technical training**

All RFP applicants are strongly encouraged to attend a technical training session that explains in detail the mechanics of the online request for proposal process on January 11, 2018.

**Impact Strategies**

Applicants have the opportunity to apply under one or more United Way of Racine County's investment strategies. Review the appropriate pages for the specifics of each application option.

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The proposed program must align with one or more United Way priorities reflected in the impact strategies described in this document. After selecting an investment area under which to apply, the applicant organization must:

- Determine which of the required activities/outputs and corresponding outcomes/indicators under investment area(s) apply to the proposed program.
- Consider the extent to which the proposed program is able to track and report on the United Way "shared outcomes" for the investment area in which the grant is being sought.
- Clearly describe plans to collect and report data on the shared outcomes in the upcoming funding year.
- Clearly describe the training, experience, skills, and qualifications of program staff for effective delivery of the model proposed.
- Clearly state how the proposed program will be sustained and/or scaled at the end of the grant cycle.

Proposals must demonstrate that services to be provided are tailored to meet the needs of the identified population.



## **Impact Strategy: Education**

### **Focus and Goals**

Education is a lifelong experience that begins well before a child ever sets foot in a classroom and continues long past a cap-and-gown commencement. It is the broadest avenue for opportunity and the most influential factor in ensuring the children will grow up to do as well or better than their parents.

**Impact Goal:** Students graduate high school with the knowledge, skills and motivation to succeed in college, vocational training or career.

**Measurement:** By 2025, 75% of students who graduate and will enroll in college, secure employment, or plan to join job training or the military.

Affecting change requires a clear-eyed view of the problem and its roots. That's why the entire education continuum - from birth through age 21- must be in sightline if we are to move the needle on high school graduation.

### ***Building an Educated Workforce* through Education framework required program structure and components.**

The proposed program must align with United Way of Racine County's Education impact strategy. Proposals must demonstrate that services to be provided are tailored to meet the needs of the identified population.

It is the responsibility of the applicant to ensure their staff has the training, experience, skills, and qualifications required for effective delivery of the program proposed. Also, the RFP must clearly state the proposed program population.

United Way of Racine County is interested in programs that address goals in one or more of the service areas as outlined below. Applicant organizations must determine which of the listed activities/outputs and corresponding outcomes/indicators apply to the proposed program. **A program may report on more than one strategy however, all outcomes and indicators must be used within that strategy.**

## **Education 1: School readiness (ages 0-5 years old)**

Strategy: Prioritize early childhood literacy (0-5 years old). Early childhood education for young children is designed to prepare children for kindergarten and build the foundation for their educational success. Ongoing processes that increase active participation, communication and collaboration between parents/guardians, schools and communities are important. The goal is to provide education of the whole child to ensure student achievement and success. This strategy will be measured by:

**Outcome:** Children (0-5) achieve development milestones

### **Indicators:**

- i. # of children screened and referred for potential development delays to enable school readiness.
- ii. # of parents/caregivers with increased awareness of promoting healthy autonomy.

### **Required measure:**

The Ages & Stages Questionnaires, Third Edition (ASQ-3)  
Program case plan and/or pre post surveys

**Outcome:** Increase family support.

### **Indicators:**

- i. # of parents/caregivers increase knowledge and skill in healthy development.
- ii. # of caregivers take an active role with children.
- iii. # of parents/caregivers providing safe, learning environment.
- iv. # of referrals that resulted in a connection for the parent.

### **Required measures:**

Family Support matrix  
Program case plan and/or pre/post survey

## **Education 2: Early grade success (grades 1-5)**

**Strategy:** Address early school success. Services are designed to support positive academic outcomes through academic achievement, school attendance, and grade promotion. Attendance, grades, and behavior in early grades can indicate whether a student will earn their high school diploma or drop out. This strategy will be measured by:

**Outcome:** Students (grades 1-3) served are reading at grade level.

**Indicators:**

- i. # of 1st - 3rd grade students who read at or above grade level.

**Required Measure:**

- i. MAP testing and usage of Fountas & Pinnell data.

**Outcome:** Students served who maintain satisfactory or improved attendance

**Indicators:**

- i. # of students who have 10 absences or less.

**Required Measure:**

- i. Attendance reported by program the student is enrolled in.

**Outcome:** Students engaged in out of school programming.

**Indicators:**

- i. # of students who participate in safe academic or recreational structured after-school programming 3 or more hours per week.

**Required Measure:**

- i. Attendance tracking on a monthly basis to ensure 3 or more hours per week.

### **Education 3: Middle grade success (grades 6-8)**

**Strategy:** Address middle school success. When youth have access to expanded learning opportunities (school, community and home) are more likely to gain the knowledge, skills and abilities necessary to succeed in high school. Attendance, grades, and behavior in middle grades can indicate whether a student will earn their high school diploma or drop out. This strategy will be measured by:

**Outcome:** Students served who maintain satisfactory and improved attendance.

**Indicators:**

- i. # of students who have 10 absences or less.

**Required Measure:**

- i. Attendance reported by program the student is enrolled in.

**Outcome:** Students engage in out of school programming.

**Indicators:**

- i. # of students who participate in safe academic or recreational structured after-school programming 3 or more hours per week.

**Required Measure:**

- i. Attendance tracking on a monthly basis to assure 3 or more hours per week.

**Outcome:** Students served earning passing grades in core subject areas.

**Indicators:**

- i. # of students with passing grades in English and math.

**Required Measure:**

- i. Grades tracked on quarterly report cards.

**Outcome:** Students prepared for college and career.

**Indicators:**

- i. # of students that increase knowledge of their own future and demonstrate self-discovery to uncover goals.
- ii. # of students that develop soft skills.

**Required Measures:**

Monthly tracking on indicators

#### **Education 4: On-time high school graduation (grades 9-12+)**

**Strategy:** On-time high school graduation. Services designed to support positive academic outcomes through academic achievement, school attendance, and grade promotion. High school graduation usually leads to higher earnings for individuals which leads communities with more-educated citizens to have a greater productivity and economic growth. This strategy will be measured by

**Outcome:** Students successfully graduate from high school on time.

**Indicators:**

- i. # of students who are on track for their high school diploma in 4 years.

**Required measure:**

- i. Monthly tracking

**Outcome:** Students engage in out of school programming.

**Indicators:**

- i. # of students who participate in safe academic or recreational structured after-school programming 3 or more hours per week.

**Required measure:**

- i. Attendance tracking on a monthly basis to assure 3 or more hours per week

**Outcome:** Students served who gain post-secondary employment, further education, or credentials.

**Indicators:**

- i. # of students that increase knowledge of their own future.
- ii. # of students that demonstrate improved technological skill to aid them in career readiness.

**Required measures:**

Monthly tracking of indicators

**Outcome:** School youth served who develop soft skills.

**Indicators:**

- i. # of students develop soft skills.

**Required measures:**

Monthly tracking of indicator



**Impact Strategy: Financial Stability**  
**Focus and Goals**

Individuals obtain employment that pays a family-sustaining wage, offers benefits including paid sick leave, and offers career pathways that provide opportunities for wage and career advancement. These individuals then understand the available options for acquiring and managing assets and have the opportunity to choose and implement healthy financial decisions.

**Impact Goal:** Individuals and families achieve self-sufficiency to support future advancement.

**Measurement:** By 2025, increase number of financially stable Racine County residents by 2,000 individuals.

***Building an Educated Workforce* through Financial Stability Required Program Structure and Components.**

The proposed program must align with United Way of Racine County’s Financial Stability priorities. Proposals must demonstrate that services to be provided are tailored to meet the needs of the identified population.

It is the responsibility of the applicant to ensure their staff has the training, experience, skills, and qualifications required for effective delivery of the model proposed. Also, the RFP must clearly state the proposed program population.

United Way of Racine County is interested in programs that address goals in one or more of the service areas as outlined below. Applicant organizations must determine which of the listed activities/outputs and corresponding outcomes/indicators apply to the proposed program. **A program may report on more than one strategy however, all outcomes and indicators must be used within that strategy.**

## **Financial Stability 1: Prioritize self-sufficiency**

**Strategy:** Family sustaining employment. Stable employment, reliable income, awareness of financial services, access to resources, and a strong support system all help to create the opportunity to make smart financial choices. Workers earning less than the living wage experience difficulty in affording food, rent, childcare, and transportation. In order for families to begin saving and building assets, they must earn enough to cover basic necessities. This strategy will be measured by:

**Outcome:** Individuals served who earn job-relevant licenses, certifications, and/or credentials.

**Indicators:**

- i. # of participants who successfully earn a new degree or certification to advance their careers.
- ii. # of participants who gain measurable life skills to advance their careers.

**Required measures:**

- i. Monthly tracking of progress towards General Educational Development (GED) or advance degree.
- ii. Monthly tracking of participants who demonstrated increase knowledge life skills

**Outcome:** Participants obtain and retain employment.

**Indicators:**

- i. # of participants who obtain full-time employment above the ALICE threshold and retain it for at least 90 days.
- ii. # of participants served who improve their job classification and/or benefits.

**Required measures:**

- i. Monthly tracking of Asset Limited, Income Constrained, Employed (ALICE) households.
- ii. Monthly tracking of job classification and/or benefits.

## **Financial Stability 2: Address savings and assets**

**Strategy:** Consumers (any age) participate in programs that promote and encourage our community to become financial capable consumers. It is critical to gain knowledge of financial literacy and have the ability to use the information and resources to achieve and maintain financial well-being. Consumers who are empowered with a financial education are prepared to make wise financial decisions for a lifetime of economic stability. This strategy will be measured by:

**Outcome:** Participants become financially literate.

### **Indicators:**

- i. # learn to monitor income and expenses, plan for spending and save for future goals.
- ii. # develop skills to control and manage credit and debit.
- iii. # apply reliable information and methods to decision making with personal financial decisions.

### **Required measures:**

Monthly tracking of indicators

### **Financial Stability 3: Manageable expenses**

**Strategy:** Manageable expenses. Families that borrow heavily and rely on high-cost alternatives to cover their daily living expenses are not able to save and invest. Funding programs that provide training for financial literacy and modern technology that make it possible for families to avoid debt and increase their ability to save and invest. This strategy will be measured by:

**Outcome:** Residents increase their financial knowledge.

**Indicators:**

- i. # of participants who improve their credit score.
- ii. # of participants who are able to create and maintain a budget.

**Required measures:**

- i. Monthly tracking of progress on The National Financial Capability Test
- ii. Monthly tracking of budget progress

**Outcome:** Residents practice sound financial management.

**Indicators:**

- i. # of participants who paid their rent/mortgage on time.

**Required measure:**

Monthly tracking of indicator

**Outcome:** Decrease reliance on high-cost products and services.

**Indicators:**

- ii. # of participants who do not use pay-day loan services.

**Required measure:**

Monthly tracking of surveys



**Impact Strategy: Health  
Focus and Goals**

Healthily lifestyles make a big impact on a community, leading to better achievement at school and work with reduced absenteeism and increased productivity. Through improved individual awareness and information our community will be healthier. A healthy community supports healthy lifestyles for youth and adults.

**Impact Goal:** Increase the number of Racine County residents who participate in quality physical and mental health practices.

**Measurement:** Racine County will see a reduction of at least 20% in unhealthy behaviors and poor mental health days.

***Building an Educated Workforce* through Health Required Program Structure and Components.**

The proposed program must align with United Way of Racine County’s Health priorities. Proposals must demonstrate that services to be provided are tailored to meet the needs of the identified population.

It is the responsibility of the applicant to ensure their staff has the training, experience, skills, and qualifications required for effective delivery of the model proposed. Also, the RFP must clearly state the proposed program population.

United Way of Racine County is interested in programs that address goals in one or more of the service areas as outlined below. Applicant organizations must determine which of the listed activities/outputs and corresponding outcomes/indicators apply to the proposed program. **A program may report on more than one strategy however, all outcomes and indicators must be used within that strategy.**

## **Health 1: Healthy eating and physical activity**

**Strategy:** Supporting healthy and active living to increase quality of life for Racine County residents. We fund programs that incorporate wellness into community school programming and effective community-based obesity prevention for children and adults. This strategy will be measured by:

**Outcome:** Children/Adults served who achieve a healthy weight.

**Indicators:**

- i. # of individuals who eat 5+ servings of fruit and vegetables 4x a week.

**Required measures:**

Monthly tracking and self-reporting

**Outcome:** Children/Adults served who adopt healthy behaviors.

**Indicators:**

- ii. # of participants who report somewhat or much improved overall physical health.

**Required measures:**

Monthly tracking of indicator

**Outcome:** Participants are connected within the community.

**Indicators:**

- i. # of participants who connected to their primary care physician.
- ii. # of participants referred to the prescription assistance program.
- iii. # of participants who attended appointments as scheduled.

**Required measures:**

Monthly tracking of indicators

## **Health 2: Reducing the stigma of mental health**

**Strategy:** Prioritizes compassion and acceptance of people with mental health disorders by working with partners in marketing and engagement to end the stigma around mental illness. This strategy will be measured by:

**Outcome:** Increase public knowledge and awareness.

**Indicators:**

- i. # of participants increasing awareness of mental health issues.
- ii. # of public events to raise awareness.
- iii. # of media touches.
- iv. # of improved public policies.

**Required measures:**

Monthly tracking of indicators

**Outcome:** Fostering community collaboration.

**Indicators:**

- i. # of community partners working together.
- ii. # of sessions that support training of workforce in dealing with individuals with mental health issues.
- iii. # of increase available information in community.

**Required measures:**

Monthly tracking of indicators

### **Health 3: Supporting mental health choices**

**Strategy:** Services to support mental health and healthy choices will include counseling programs for individuals and families, programming that improve the way we feel and experience healthy lifestyle and choices. This strategy will be measured by:

**Outcome:** Participants enjoy a high quality of life.

**Indicators:**

- i. # of participants who report a decrease in the number of poor mental health days.
- ii. # of participants who demonstrate increased knowledge of healthy lifestyles.
- iii. # of participants who report somewhat or much improved overall mental health.

**Required measures:**

Monthly tracking of indicators

**Outcome:** Participants make healthy choices.

**Indicators:**

- i. # of participants who are able to identify healthy coping skills or choices.
- ii. # of participants who take their medications as prescribed.
- iii. # of participants connected to informal supporting networks (family, friends, etc.).
- iv. # of residents connected to/become aware of community supports.

**Required measures:**

Monthly tracking of indicators

## **Health 4: Addiction**

**Strategy:** Services to support the fight against addictive substances, such as alcohol addiction, nicotine addiction, and drug addiction. Education of people for preventative measures, as well as, help for individuals who are fighting addictions now.

**Outcome:** Participants become educated in the dangers of addictive substances.

**Indicators:**

- i. # of participants who are educated on the dangers of addictive substances
- ii. # of increased available information in community.

**Required measures:**

- i. Monthly tracking of indicators

**Outcome:** Participants are connected with community groups.

**Indicators:**

- i. # of participants connected to informal supporting networks (family, friends, etc.).
- ii. # of participants connected to/become aware of community supports.

**Required measures:**

Monthly tracking of indicators

**Outcome:** Participants make healthy choices.

**Indicators:**

- # of participants who are receiving treatment for addiction to substances.
- # of participants connected to ongoing support through case-management.
- # of participants who are no longer in crisis.

**Required measures:**

Monthly tracking of indicators



**Impact Strategy: Basic Needs**  
**Focus and Goals**

Basic needs programs serve our county’s most vulnerable residents by making sure they have adequate access to services that allow them to become stable and work towards self-sufficiency. We know that crisis, hunger and homelessness can happen anytime, to virtually anyone. United Way of Racine County helps ensure basic needs are met so that residents are able to strive toward a better life.

**Impact Goal:** Meet individuals’ basic needs for food, shelter and safety.

**Measurement:** By providing impact strategies, funded programs are able to maximize support and continue to address the root causes of many issues, which will decrease the need for basic needs services over time.

***Building an Educated Workforce* by supporting Basic Needs Required Program Structure and Components.**

The proposed program must align with United Way of Racine County’s Basic Needs key areas. Proposals must demonstrate that services to be provided are tailored to meet the needs of the identified population.

It is the responsibility of the applicant to ensure their staff has the training, experience, skills, and qualifications required for effective delivery of the model proposed. Also, the RFP must clearly state the proposed program population.

United Way of Racine County is interested in programs that address goals in one or more of the service areas as outlined below. Applicant organizations must determine which of the listed activities/outputs and corresponding outcomes/indicators apply to the proposed program. **A program may report on more than one strategy however, all outcomes and indicators must be used within that strategy.**

## **Basic needs 1: Access to food**

**Strategy:** Program and services are meant to provide Racine County resident's emergency food, meals and connecting residents to on-going supports. This strategy will be measured by:

**Outcome:** Accessible emergency food and nutrition assistance.

### **Indicators:**

- i. # of income eligible participants receiving food assistance.
- ii. # of meals of provided in community.

### **Required measures:**

- i. Monthly tracking of income eligible households that are receiving food assistance.
- ii. Monthly tracking of emergency meals provided by pantries such as a 3-day supply of food and community meal programs. Meals must follow the USDA's Dietary Guidelines for Americans (DGA).

## **Basic needs 2: Transitional housing and shelter**

**Strategy:** Basic needs services for those in crisis regarding housing and shelter. Program and services are meant to provide participants experiencing homelessness and/or domestic violence a place to safely stay and help them explore additional assistance through in-house programs to transfer to long term housing. This strategy will be measured by:

**Outcome:** Provide transitional housing and shelter and prevent homelessness.

### **Indicators:**

- i. # of participants receiving housing assistance.
- ii. # of participants receiving shelter.
- iii. # of participants connected to on-going supports through case management.
- iv. # of participants maintaining or securing safe and stable housing as result of agency's intervention.

### **Required measures:**

- i. Monthly tracking of unduplicated rent vouchers
- ii. Monthly tracking of unduplicated shelter nights
- iii. Monthly tracking of education, training and support of participants through case management
- iv. Monthly tracking of participants' no longer in crisis to achieve stable housing

**Outcome:** Address immediate safety needs.

### **Indicators:**

- i. # of participant's no longer in crisis living in safe stable housing.
- ii. # of participants removed or protected from dangerous situation.
- iii. # of clients who have taken steps to prevent a recurrence of the danger.

### **Required measures:**

Monthly tracking of participants in indicators

### **Basic needs 3: Services for those with no health insurance and/or limited income**

**Strategy:** Basic needs services for those with no health insurance and/or limited income are programs and services designed to increase access to /delivery of health care services including enrollment in health insurance programs, the provision of health care services including vision, dental and medical and access to prescription medication. This strategy will be measured by:

**Outcome:** Accessible basic medical care.

**Indicators:**

- i. # of participants receiving basic medical care.
- ii. # of participants receiving diagnostic care.

Required measures:

Monthly tracking of participants in indicators

**Outcome:** Accessible dental care.

**Indicators:**

- i. # of participants receiving dental care.
- ii. # of participants receiving emergency/consult.

Required measures:

- I. Monthly tracking of participants in indicators

### **Basic needs 4: Supporting senior and/or those with disabilities**

**Strategy:** Basic needs services are for seniors and/or those with intellectual, developmental and psychiatric disabilities and/or physical. Programs and services that address employment, living independently by having medical and social need met, activities for seniors and/or person with disabilities. This strategy will be measured by:

**Outcome:** Independent living.

**Indicators:**

- i. # of participants have physical needs met in order to live independently.
- ii. # of participants have social needs met in order to live independently.

Required measures:

- i. Pre and post home safety check
- ii. Pre and post tests and/assessments

**Attachment 1**

<b>2017-19 Community Investment Timeline</b>		
<b>2017</b>		<b>V or IP</b>
December 7 9:00 – 11:30 a.m.	Impact Partners Educational Series: Community Investment information session. Request for Proposal available on CaseWorthy	IP
December 12	Community investment committees (CIC) meet if needed.	V
<b>2018</b>		
January 11 9:00 – 10:30 a.m.	Impact Partners Educational Series: CaseWorthy Training Gateway Technical College, 1001 Main Street, Racine Building	IP
January 23	CIC (Community investment committees) meet.	V
January 17	All investment committees: Welcome investment volunteers; campaign and investment cycle review; how to read and evaluate a request for proposal.	V
February 7	Request for proposal and required materials due to UWRC via CaseWorthy	IP
February 7 – April	Community Investment volunteers review proposals. UWRC staff and community investment financial team review financial information and required documents.	V
February 12 -15	Education, Income, health and basic needs community investment committees meet.	V
February 20	CIC (Community investment committee) meet.	V
March 12 – 15	Education, Income, health and basic needs community investment committees meet.	V
March 20	CIC (Community investment committee) meet.	V
March 15 9:00 – 10:00 a.m.	Impact Partners Educational Series: Attributes of a high performing board.	IP
April 9 – 12	Education, Income, health and basic needs community investment committees meet.	V
April 17	CIC (Community investment committee) meet to review funding recommendations.	V
May 7 -10	Education, Income, health and basic needs community investment committees meet.	V
May 15	CIC (Community investment committee) meet to review funding booklet.	V
May 16	Funding booklet sent to UWRC board.	V
May 23	Funding recommendations brought to UWRC board.	V
Week of May 28	Funding notifications including approved funding recommendations, contracts, contract addendums (if needed) and program rationales are processed.	IP
<b>2019</b>		
February 1	Mid-cycle report due for program year July 1, 2018 to June 30, 2019.	IP
August 1	Year-end report due for program year July 1, 2018 to June 30, 2019.	IP

**Attachment II**

What we do			What we want to happen	
Resources	Activities →	Outputs →	Outcomes →	Indicators →
Describe program inputs elements needed to deliver the program.	Describe methods for providing the program specific processes or events undertaken.	Describe units of service how many, how often, over what duration. <i>Answers the dosage question.</i>	List changes anticipated in participant's lives and/or in organizational or community conditions.	List observable measures which demonstrate outcomes are being met.
•	•	•	•	•
<b>Impact –</b>				

## Attachment III

Racine County, 2014		
Town	Total HH	% ALICE & Poverty
Burlington	4,329	45%
Burlington Town	2,454	36%
Caledonia	9,729	29%
Dover	1,244	23%
Elmwood Park	191	22%
Mount Pleasant	11,053	36%
Norway	2,937	24%
Racine	29,979	57%
Raymond	1,398	26%
Rochester	1,457	32%
Sturtevant	2,043	32%
Union Grove	1,823	39%
Waterford	2,031	37%
Waterford Town	2,472	24%
Wind Point	689	19%
Yorkville	1,160	27%

NOTE: Municipal-level data on this page is for Census county subdivisions. Totals will not match county-level data; municipal-level data often relies on 5-year averages and is not available for the smallest towns that do not report income.

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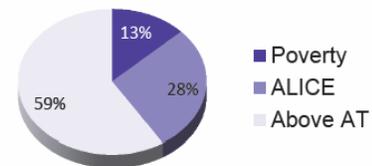
## ALICE IN RACINE COUNTY

### 2014 Point-in-Time Data

**Population:** 195,163 | **Number of Households:** 75,876  
**Median Household Income:** \$54,525 (state average: \$52,622)  
**Unemployment Rate:** 6.3% (state average: 5.3%)  
**Gini Coefficient** (zero = equality; one = inequality): 0.42 (state average: 0.44)

### How many households are struggling?

**ALICE**, an acronym for **A**sset **L**imited, **I**ncome **C**onstrained, **E**mloyed, are households that earn more than the Federal Poverty Level, but less than the basic cost of living for the county (the ALICE Threshold). Combined, the number of poverty and ALICE households equals the total population struggling to afford basic needs.



### What are the economic conditions?

The **Economic Viability Dashboard** evaluates community conditions for ALICE in three core areas. Each is an index with a scale of 1 (worst) to 100 (best).

**Housing Affordability**  
poor (40)

**Job Opportunities**  
fair (58)

**Community Resources**  
fair (63)

### What does it cost to afford the basic necessities?

This bare-minimum budget does not allow for any savings, leaving a household vulnerable to unexpected expenses. Affording only a very modest living in each community, this budget is still significantly more than the Federal Poverty Level of \$11,670 for a single adult and \$23,850 for a family of four.

Household Survival Budget, Racine County		
	SINGLE ADULT	2 ADULTS, 1 INFANT, 1 PRESCHOOLER
Housing	\$541	\$735
Child Care	\$-	\$1,300
Food	\$176	\$533
Transportation	\$351	\$702
Health Care	\$147	\$587
Miscellaneous	\$197	\$448
Taxes	\$752	\$621
Monthly Total	\$2,164	\$4,926
<b>ANNUAL TOTAL</b>	<b>\$25,968</b>	<b>\$59,112</b>
Hourly Wage	\$12.98	\$29.56

Source: U.S. Department of Housing and Urban Development (HUD), U.S. Department of Agriculture (USDA), Bureau of Labor Statistics (BLS), Internal Revenue Service (IRS), Wisconsin Department of Revenue, and Wisconsin Department of Children and Families, 2014; American Community Survey, 2014.