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Community Impact Guide

**United Way of North Central Community Impact Guide**

United Way of North Central Iowa has raised funding and fostered community and agency partnerships in the north central Iowa region. While United Way has always raised money for good causes, our focus has sharpened to impacting communities by advancing the common good in education, income, and health. Our goal is to fund programs that help us advance the common good in our impact areas and further our mission in affecting systemic change in our community. We want to ensure that the programs we fund will provide measurable outcomes in our impact area that will demonstrate to United Way donors and the north Iowa region, our shared commitment to fostering positive changes in our community. When filling out the application for funding, we ask applicants to keep in mind our core impact areas and how their programs best address issues under one of the three impact areas.

United Way of North Central Iowa Community Impact Goals

Impact Area: Education

Goal: Youth are succeeding in school and becoming thriving members of the community

Strategies:

1. Improve school readiness-Children ages 0-5 enter school prepared to succeed
2. Academic Success-Provide in-school and out of school programming that supports school day activities, helps kids on track for learning or develops relationship skills in order to improve transitions into adulthood.
3. Advancing life skills and personal development-Ensure students can access post-secondary options, graduate high school ready for college or the workforce, and persist in obtaining a degree or credential that will put them on a path to success.

Measurements:

1. #/% of children who gain access to quality early learning environments that ensure school readiness
2. #/% of parents/guardians who demonstrate understanding of child development and parenting practices
3. # and % of children/youth who improve grades and/or reading skills and see improved academic outcomes.
4. # of youth served who feel cared about in their community and develop positive self-concept/confidence and/pr a positive outlook on their future prospects.
5. #/% of students demonstrating increased awareness of and interest in career pathways

Impact Area: Financial Stability

Goal: Community members are financial stable and independent

Strategies:

1. Stabilization Services and Basic Needs-Stabilize people facing housing hunger, homelessness, or financial crisis.
2. Family sustaining employment and financial stability-Lower-income families achieve and retain family sustaining employment and have the resources and assets to avoid a financial crisis. Connect people with the skills and support needed to get and keep good jobs, such as career development, job training and supportive services.

Measurements

1. # of individuals or families who use emergency housing or shelter
2. # of individuals/families who access emergency financial assistance
3. #/% of clients remain in/transition to an improved, stable living situation
4. # /% of individuals served who have job retention
5. #/percent of individuals served who are maintaining a budget
6. #/% of individuals who are provided assistance that resolves civil and/or legal issues
7. # and % clients who have immediate needs met (food, shelter, etc)

Impact Area: Health

Goal: Ensuring healthy and safe individuals and families

1. Individuals and families have increased access and reduced barriers to health resources in health care and community settings.
2. Healthy Beginnings-Children and families grow in healthy environments
3. Safe and caring home and community

Measurements

1. # and % of clients that are successfully linked with services or increase their knowledge of available services
2. # and % of clients that develop healthy relationships
3. # and % of individuals served with access to healthcare services and supports
4. # and % of clients free from abuse/neglect
5. # and % of individuals gain knowledge about safe and healthy relationships
6. # and % of individuals that find safety

**Community Investment Policies**

1. **Determining Program Eligibility**
	1. Programs will self-select which Issue area, priority, and strategies they would like to address based on their ability to align with the individual strategic investment plans outlined for each issue area.
	2. Programs must be able to address the information outlined in the Community Impact Roadmap.
	3. Programs must serve residents in at least one or more of the following counties: Cerro Gordo, Floyd, Franklin, Hancock, Kossuth, Mitchell, Winnebago or Worth.
	4. Applicants must be a registered tax-exempt nonprofit organization and maintain a volunteer board that meets regularly.
	5. The following are not eligible for funding:
		1. Programs for which previous grant compliance issues have not been addressed.
		2. Applications requesting less than $3,000
		3. Applications for political purposes, religious purposes, or programs requiring religious participation.
		4. Applications for fundraising or debt reduction
		5. Applications for funds to directly benefit a specific individual or family
		6. Projects that were completed prior to the grant application
		7. Private organizations whose sole purpose is to provide lobbying, environmental, religious, or fundraising activities.
		8. Organizations that do not comply with all applicable federal, state and local laws, rules and regulations; meet applicable state and local standards for licensing and certification within its specific discipline.
		9. Organizations with programs or activities which are contrary to the goals, aspirations, and policies of the UW of North Central Iowa or which are incompatible with the mission of the UW, as determined by the UW of North Central Iowa Board of Directors.
2. **Philosophy of the Community Funds Distribution Process-** The philosophy of the UW Board of Directors and the Community Impact Teams is to operate in an effective and systematic volunteer process for distributing funds raised in the annual UW Campaign. Inherent to the process is the need to be accountable to donors and investors by the responsible distribution of fuds for the purpose of addressing acknowledged community needs.

United Way is committed to identifying community health and human service issues on an ongoing basis; prioritizing service needs; encouraging organizations to develop programs to address those needs; utilizing the priorities as a guide to distributing resources and maintaining a program accountability system for all UW distributed resources.

1. **Community Investment Process Overview-**Programs applying for community investment grants should anticipate the following steps.
	1. Submission of Letter of Intent: The LOI is the first step in our Community Impact Grant-making process. Your responses will determine your alignment with our 2020 grant cycle focus of Childhood Success, Youth Success, Access to Health and Economic Mobility. The Community Impact Committee will review each LOI to determine eligibility to complete a full proposal.
	2. Grant Orientation. Eligible applicants have the option to attend a grant orientation held by UW staff to answer any questions they may have regarding the application process.
	3. Submission of an application through the e-CImpact system.
	4. Initial Volunteer Review. Applications will be randomly assigned to one of six Community Impact Teams for review.
	5. First Community Impact Team Meeting-Community Impact Team Volunteers meet with each other to discuss each application assigned for review. Volunteers submit questions to applicants regarding their program or application.
	6. Program Questions Submitted-Community Impact Team Questions are submitted to each applicant prior to their Community Impact Presentations.
	7. Program Community Impact Presentations-Each applicant will be asked to attend a meeting with their Community Impact Team to address submitted questions and tell more about their program.
	8. Community Impact Team Executive Meeting-Each Community Impact Team Panel Lead will meet with the allocation recommendations from their respective panel. Allocation decisions are finalized and sent to the United Way Board of Directors.
	9. UW Board Approval of Community Impact Team Allocation decisions
	10. Notification to Applicants
	11. Signing of Funding Agreements-Paperwork must be submitted to United Way of North Central Iowa by June 15th for funding to be distributed.
	12. Feedback Sessions-Applicants have the option to meet with United Way staff for feedback or to answer questions regarding their award or non-award.
	13. Program Reporting-Awarded programs will be required to submit a 6 month and 12 month grant report. Grant reports will be reviewed by the Community Impact Committee.
2. Responsibilities of UW Volunteers and Staff-UW Volunteers and Staff make a commitment to uphold a process of integrity and transparency and will annually commit to adhere to the organization’s code of ethics and conflict of interest policies.
	1. **UW of North Central Iowa’s Board of Directors**
		1. It is the UW Board’s responsibility to establish and approve changes to strategic investment plans, which are used as a priority system for funding program allocations and/or initiatives. The UW of North Central Iowa’s Board of Directors has the authority to amend, change or vote down any recommendation of the Community Impact Teams or Executive Committee. Any such action should be for specific reasons and documented in meeting minutes. The UW of North Central Iowa’s Executive Committee and/or Board of Directors are not authorized to change program or composite scores provided by Community Impact Teams other than to correct errors in arithmetic.
		2. The priority system shall be reviewed annually by the Community Impact Committee. The Community Impact Committee will make its recommendation to the UW Board of Directors.
		3. It is the UW Board’s responsibility to determine and/or approve annually how Community Fund resources will be allocated across funding areas for program allocations and/or initiatives.
	2. **United Way of North Central Iowa Community Impact Committee**
		1. The Community Impact Committee reports directly to the UW Board of Directors and is responsible for managing the Community Fund process which includes the oversight of Community Impact Teams who are primarily responsible for the functions of program evaluation and recommending program funding.
		2. Committee responsibilities include:
			1. Developing a framework which positions UW to continue to provide the most effective and meaningful investments to create community change.
			2. Recruiting and supporting Community Impact Teams in their work detailed below.
			3. Reviewing the Community Impact Roadmap and making recommendations as necessary to the UW Board of Directors, and
			4. As appropriate, the Chair of the Committee will submit for approval of UW Board of Directors recommendations for:
				1. any changes to the Community Impact Policies and Procedures
				2. Allocation of funds to all programs:
				3. Any action to be taken on requests for relief from or violations of the Community Fund
				4. Other items related to the Community Fund and community Impact Investment process.
	3. **Community Impact Teams-**All Community Impact Teams established by the UW will evaluate all programs applying for funds contributed to the UW Community Fund. Volunteers will review applications and make funding recommendations as part of the Community Impact Investment process.
	4. **United Way of North Central Iowa Staff**
		1. UW Staff will provide training to all individuals involved with the Community Impact Process about their roles and responsibilities.
		2. Staff will not vote with Community Impact Team members or committee members on recommendations but will participate in the consideration of all recommendations and applications.
		3. Staff will assist Community Impact Teams by helping facilitate discussion, raising and posing relevant questions and offering pertinent and relevant information and commentary.
		4. Staff will administer all Community Fund processes and duties therein to make sure UW policies and procedures are followed.
		5. Staff will perform all necessary functions in support of the funding process but not for the purpose of influencing final decisions.
		6. Document all correspondence.
3. **Responsibilities of Applying Organizations-** Programs applying for funds from the UW must adhere to all policies and deadlines. If programs miss a deadline or do not comply with the Community Impact Process, they will be ineligible to continue through the grants distribution process.
4. **Funding Agreements-** All organizations approved for program funding must complete a formal Program Funding Agreement. All such agreements have a series of basic conditions and accountability standards.
5. **Program Reporting-**All organizations receiving Community Funds must submit program reports as determined by UW. Program Reports allow UW the ability to track its investment and ensure that programs are meeting anticipated deliverables and outcome achievement as defined in the program application.
	1. Programs who fail to submit required reports may have their funding decreased or terminated at the recommendation of the Community Impact Committee and approval of the United Way Board of Directors.
	2. Programs who fail to make adequate progress towards identified goals may have their funding decreased or terminated at the recommendation of the Community Impact Committee and approval by the United Way Board of Directors.
6. **Fund Distribution-**Agencies receive 1/12 of their allocation monthly and payment deposited via ACH around the 24th of each month. United Way of North Central Iowa will not distribute any funding via paper checks.

**Reporting Requirements-**One measure should come from the list of measures below that corresponds with the area which you are applying for. A competitive application may wish to include additional measures from the list. You are welcome and encouraged to report on as many additional measures that you are reasonably able to collect data and report on.