

Through this open funding process, United Way of South Central Michigan (UWSCMI) seeks to increase the number of households in Greater Battle Creek and Kalamazoo County living above the ALICE (Asset Limited, Income Constrained, and Employed) threshold, established by the [Michigan ALICE Report](#). ALICE data for Calhoun and Kalamazoo counties have been attached to this overview as **Appendix A**.

UWSCMI invites applications for these grants aligned to its Battle Creek & Kalamazoo Impact Goals:

1. A **Safety Net** for ALICE: In the region, all individuals and families with an immediate need for shelter, food or other necessities are connected to a robust support system that can meet their needs.
2. **Pathways** for ALICE: A community that initiates and supports efforts to ensure that individuals and families have pathways to financial stability, living above the ALICE survival budget thresholds.
3. **Community Building** for ALICE: A community that understands challenges individuals and families face and makes commitments to address inequities and improve conditions for those struggling financially.

Across these goals, UWSCMI has a special interest in supporting Black, Indigenous and People of Color (BIPOC) individuals, who are more likely to be living below the ALICE threshold because of systemic and societal inequities.

## **Opportunity Overview**

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- One funding application may be completed on behalf of an organization for multiple programs or projects and/or that spans across multiple goals.
- Three-year grant term: July 1, 2023 to June 30, 2026.
- The estimated pool of resources being invested in these multi-year grants\* is \$3.4 million per year (\$10.2 million total across the grant term).
- Funding can be used to support all facets of program delivery (i.e. direct client assistance, staff capacity/general operating costs, professional fees, capital expenses can all be considered as part of an organization's application).
- If awarded, grant payments would occur in equal quarterly installments. Exceptions to this payment cadence may be made at the discretion of UWSCMI staff.
- Annual reporting required in August 2024, August 2025 and August 2026. In this reporting, grantees will be asked to provide aggregate demographic data for the individuals served in the reporting period. The grantee will select the demographic data they are able to provide as part of the application.
- Application and reporting will be done via the online e-CImpact system, which can be accessed in English, French, and Spanish.
- UWSCMI is committed to the full inclusion of all individuals. As part of this commitment, UWSCMI will ensure that applicants are provided reasonable accommodations. Technical assistance and UWSCMI staff support are available during application process and full term of grant. Interpretation services will be available upon request in Arabic, Burmese, French and Spanish.

## **Eligibility Criteria**

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### **Organizational Requirements:**

- Organizations must be an active 501(c)(3) organization or have an active 501(c)(3) as a fiscal sponsor or be a Public Entity (ie. community colleges, public schools/libraries, county social services).
- Organization and proposed work must serve residents of Greater Battle Creek and/or Kalamazoo County.
- Organization must serve one or more of the following populations disproportionately living below the ALICE threshold: BIPOC households/individuals, ALICE children, those above 65 years old, persons with disabilities, single parent households, geographical area(s) with more than 39% ALICE (see Appendix A for geographical area data).

### **Request Requirements:**

- Work proposed has a connection to one or more of the ALICE budget expense categories of Housing, Childcare, Food, Transportation, Healthcare, or Technology and/or to Asset Building or Wage Growth.
- Work utilizes and/or increases equitable practices, policies, and knowledge to benefit communities most affected by inequities.

\*Resource estimation is based on analysis of UWSCMI's recent revenue trends; UWSCMI reserves the right to modify actual grant amounts during the three-year term. Advanced notification will be provided in these instances.

- Applicants will be required to select at least one of the UWSCMI provided indicators, a complete list of these indicators are detailed in **Appendix B**.

### **What UWSCMI Considers When Reviewing Applications Received**

UWSCMI generally receives many more requests than we are able to fund. Therefore, we have developed the following considerations, that while not required, will assist in the prioritization of applications. Applicants will be invited to demonstrate these characteristics through their responses to the application questions.

#### **Prioritization Considerations (listed from highest to lowest weighting):**

- Organization demonstrates commitment to improving economic conditions for their ALICE employees (including clients who are employed by the organization) through Compensation/Benefits, Professional Development, Financial Wellness, Scheduling/Flexibility, and Supports/Resources (ie. Transportation support, employee assistance program). Note: UW grant dollars can be used in support of these efforts.
- Average annual organizational operating budget of less than \$1 million (based on last three years).
- Staff and Board demographic information (esp. Race/Ethnicity) is routinely collected. Additional weighting given if publicly available (such as on website or GuideStar).
- Work utilizes a [Two Generational](#) (2 Gen) approach to build family well-being by intentionally and simultaneously serving children and parents/caregivers to access resources and strengthen existing skills.
- Work reflects collaboration between 2 or more organizations who can demonstrate significant sharing/coordination of resources.

Note: UWSCMI is committed to ensuring that the dollars invested in Greater Battle Creek and/or Kalamazoo County are proportionate to the dollars raised in each community, so the balance of area to be served will be considered across entire grant portfolio.

### **Application Steps & Timeline**

<b>Stage &amp; Dates</b>	<b>Activity</b>
<b>Preparation</b>	Click <a href="#">here</a> to access our on demand virtual training modules.
	Office Hours Available→ Click <a href="#">here</a> to schedule time with staff to discuss this funding opportunity, your work and/or your application.
<b>Application Development</b> September 26 – Friday, December 2, 2022, at Noon	Click <a href="#">here</a> to set up an e-CImpact account if new to the system <b>or</b> to login to your existing e-CImpact account and request a <i>Battle Creek &amp; Kalamazoo Multi-Year Grant</i> application.
	<b>Application Available on e-CImpact: Monday, September 26</b>
	Ongoing Office Hours→ Click <a href="#">here</a> to schedule time with staff.
	<b>Application Submission Deadline: Friday, December 2 at Noon</b>
<b>UWSCMI Review</b> December 2022 - March 2023	UWSCMI Staff and Volunteers Review Application.
	Questions (if any) will be sent to applicant via e-CImpact. Responses will be accepted via e-CImpact, or by e-mail or virtual meeting upon request.
<b>Notification &amp; Next Steps</b> April 17, 2023 – Friday, June 12, 2023	<b>Notification of whether funding is awarded will occur by April 17, 2023.</b>
	Those funded will receive a grant agreement and if partially funded, be given the opportunity to make adjustments to their budget or planned outputs in e-CImpact.
	<b>Grant Agreement Submission Deadline: Monday, June 12 at Noon.</b>
<b>Grant Period</b> July 1, 2023- June 30, 2026	UWSCMI staff available to support grantees and will reach out via your preferred contact method at least once each grant year.
	Year End Reporting will occur each August after the end of each grant year. Grantees will receive reminders and support to complete reports. Click <a href="#">here</a> to view a PDF version of the Year End Report for this funding.

**Contact the Community Impact Team at [communityimpact@uwscmi.org](mailto:communityimpact@uwscmi.org) with any questions.**

# ALICE IN CALHOUN COUNTY

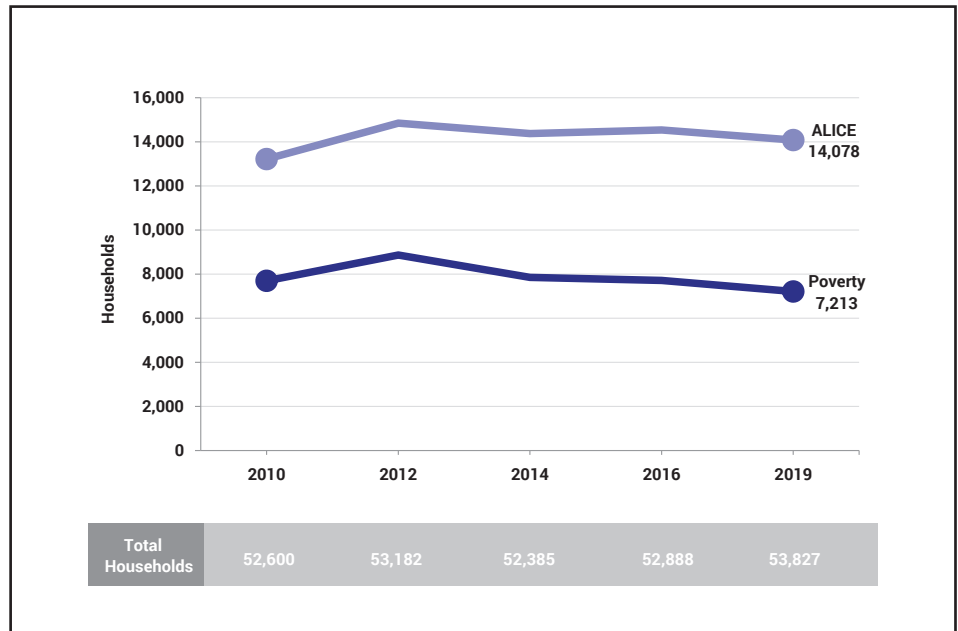
## 2019 Point-in-Time Data

**Population:** 134,159 • **Number of Households:** 53,827  
**Median Household Income:** \$49,055 (state average: \$59,584)  
**Unemployment Rate:** 5.6% (state average: 5.0%)  
**ALICE Households:** 26% (state average: 25%) • **Households in Poverty:** 13% (state average: 13%)

## How has the number of ALICE households changed over time?

ALICE is an acronym for Asset Limited, Income Constrained, Employed – households that earn more than the Federal Poverty Level, but less than the basic cost of living for the county (the ALICE Threshold). While conditions improved for some households between 2010 and 2019, many continued to struggle, especially as wages failed to keep pace with the cost of household essentials (housing, child care, food, transportation, health care, and a basic smartphone plan).

## Households by Income, Calhoun County, 2010 to 2019

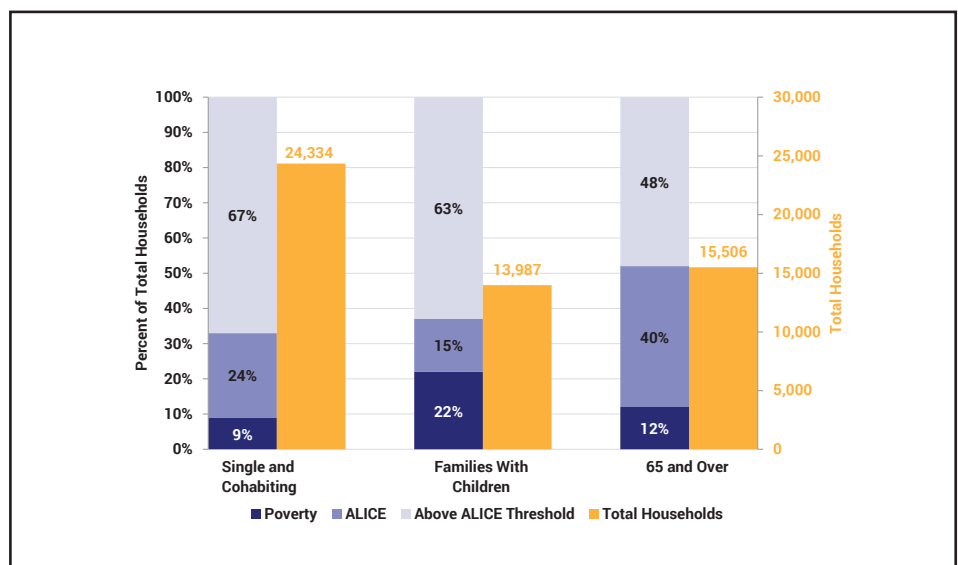


Sources: ALICE Threshold, 2010-2019; American Community Survey, 2010-2019

## What types of households are struggling?

In the past few decades, there have been major shifts in household composition. The share of American adults who have never been married is at a historic high, as is the number of senior households. There is also a growing number of people who live alone or with roommates, and an increasing share of grown children who live with their parents. Yet all types of households continue to struggle: ALICE and poverty-level households exist across all of these living arrangements.

## Household Income by Household Type, Calhoun County, 2019



Sources: ALICE Threshold, 2019; American Community Survey, 2019

# Why do so many households struggle?

## The cost of household basics outpaces wages...

The Household Survival Budget reflects the bare minimum cost to live and work in the modern economy and includes housing, child care, food, transportation, health care, technology (a smartphone plan), and taxes. It does not include savings for emergencies or future goals like college or retirement. In 2019, household costs were well above the Federal Poverty Level of \$12,490 for a single adult and \$25,750 for a family of four.

Household Survival Budget, Calhoun County, 2019		
	SINGLE ADULT	2 ADULTS, 1 INFANT, 1 PRESCHOOLER
<b>Monthly Costs</b>		
Housing	\$486	\$757
Child Care	\$-	\$1,073
Food	\$254	\$773
Transportation	\$457	\$929
Health Care	\$189	\$569
Technology	\$55	\$75
Miscellaneous	\$168	\$474
Taxes	\$240	\$559
<b>Monthly Total</b>	<b>\$1,849</b>	<b>\$5,209</b>
<b>ANNUAL TOTAL</b>	<b>\$22,188</b>	<b>\$62,508</b>
<b>Hourly Wage*</b>	<b>\$11.09</b>	<b>\$31.25</b>

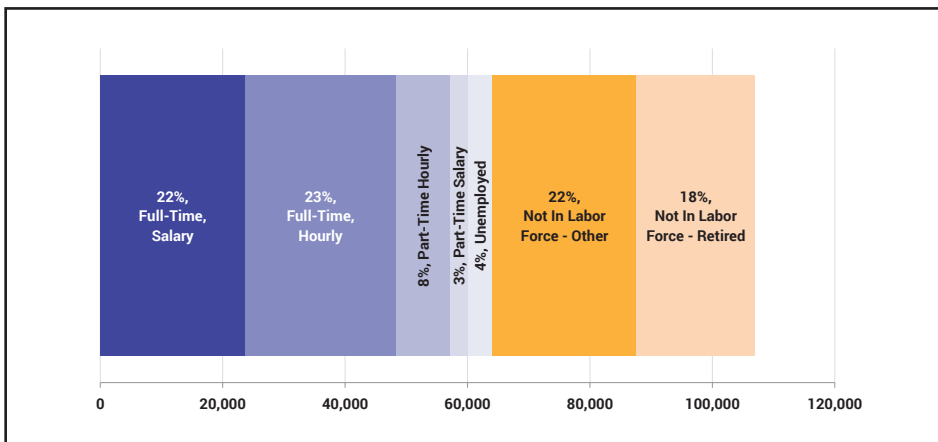
\* Wage working full-time required to support this budget

For ALICE Survival Budget Sources, see the 2020-21 Methodology Overview available at [UnitedForALICE.org/Methodology](https://www.unitedforalice.org/methodology)

## ...and the labor landscape is challenging for ALICE workers

A breakdown of the labor force shows a small portion of adults (16 years and older) who were unemployed and a large number who were working. However, a significant portion of full- and part-time workers were paid by the hour; these workers were more likely to have fluctuations in income and less likely to receive benefits. There was also a high number of workers outside of the labor force (people who are not employed and not looking for work), which helped keep wages low: When more workers are available, employers have less incentive to raise wages to attract employees.

## Labor Status, Population 16 and Over, Calhoun County, 2019



Note: Data for full- and part-time jobs is only available at the national level; these national rates (49% of full-time workers and 73% of part-time workers paid hourly) have been applied to the total county workforce to calculate the breakdown shown in this figure. Full-time represents a minimum of 35 hours per week at one or more jobs for 48 weeks per year.

Sources: American Community Survey, 2019; Federal Reserve Bank of St. Louis, 2019

Calhoun County, 2019		
Town	Total HH	% ALICE & Poverty
Albion City	2,812	57%
Albion Township	440	41%
Athens Township	908	36%
Battle Creek City	20,813	47%
Bedford Charter Township	3,747	37%
Burlington Township	669	34%
Clarence Township	805	30%
Clarendon Township	426	34%
Convis Township	642	30%
Eckford Township	540	25%
Emmett Charter Township	4,705	34%
Fredonia Township	703	25%
Homer Township	1,170	43%
Lee Township	414	32%
Leroy Township	1,429	28%
Marengo Township	845	25%
Marshall City	3,276	38%
Marshall Township	1,257	22%
Newton Township	1,036	22%
Pennfield Charter Township	3,705	34%
Sheridan Township	745	42%
Springfield City	2,276	51%
Tekonsha Township	628	45%

Note: Municipal-level data on this page is for County Subdivisions. Municipal-level data relies on 5-year averages and is not available for the smallest towns. Since there are missing geographies, totals will not match county-level numbers.

# ALICE IN KALAMAZOO COUNTY

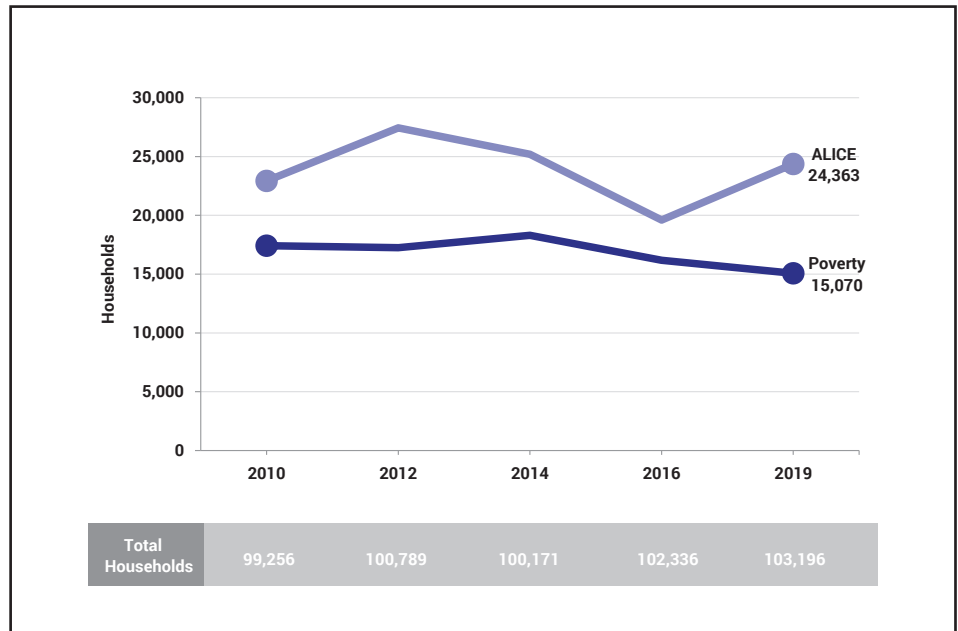
## 2019 Point-in-Time Data

**Population:** 265,066 • **Number of Households:** 103,196  
**Median Household Income:** \$56,441 (state average: \$59,584)  
**Unemployment Rate:** 4.7% (state average: 5.0%)  
**ALICE Households:** 24% (state average: 25%) • **Households in Poverty:** 15% (state average: 13%)

## How has the number of ALICE households changed over time?

ALICE is an acronym for Asset Limited, Income Constrained, Employed – households that earn more than the Federal Poverty Level, but less than the basic cost of living for the county (the ALICE Threshold). While conditions improved for some households between 2010 and 2019, many continued to struggle, especially as wages failed to keep pace with the cost of household essentials (housing, child care, food, transportation, health care, and a basic smartphone plan).

## Households by Income, Kalamazoo County, 2010 to 2019

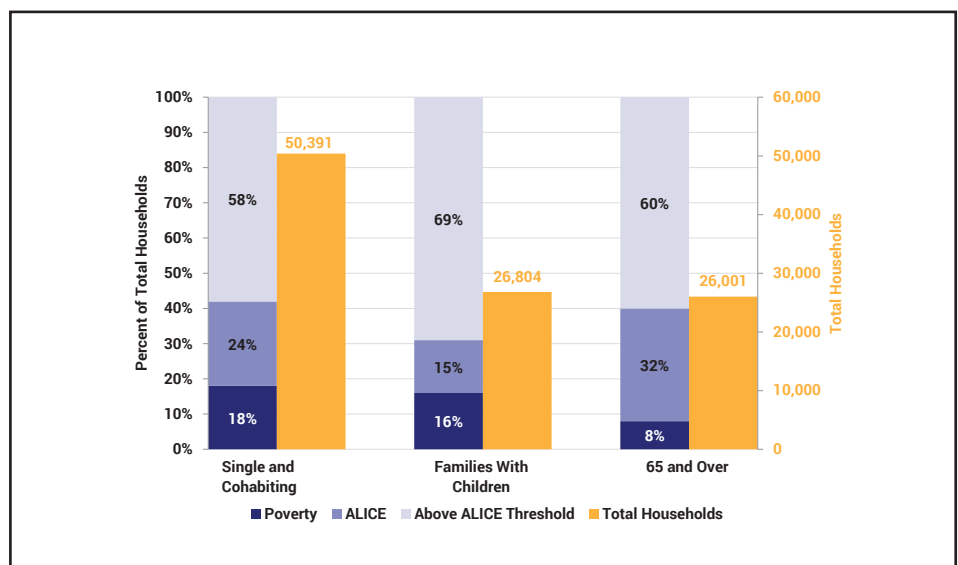


Sources: ALICE Threshold, 2010-2019; American Community Survey, 2010-2019

## What types of households are struggling?

In the past few decades, there have been major shifts in household composition. The share of American adults who have never been married is at a historic high, as is the number of senior households. There is also a growing number of people who live alone or with roommates, and an increasing share of grown children who live with their parents. Yet all types of households continue to struggle: ALICE and poverty-level households exist across all of these living arrangements.

## Household Income by Household Type, Kalamazoo County, 2019



Sources: ALICE Threshold, 2019; American Community Survey, 2019

# Why do so many households struggle?

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Household Survival Budget, Kalamazoo County, 2019		
	SINGLE ADULT	2 ADULTS, 1 INFANT, 1 PRESCHOOLER
<b>Monthly Costs</b>		
Housing	\$621	\$916
Child Care	\$-	\$1,381
Food	\$258	\$784
Transportation	\$457	\$929
Health Care	\$189	\$569
Technology	\$55	\$75
Miscellaneous	\$186	\$537
Taxes	\$284	\$714
<b>Monthly Total</b>	<b>\$2,050</b>	<b>\$5,905</b>
<b>ANNUAL TOTAL</b>	<b>\$24,600</b>	<b>\$70,860</b>
<b>Hourly Wage*</b>	<b>\$12.30</b>	<b>\$35.43</b>

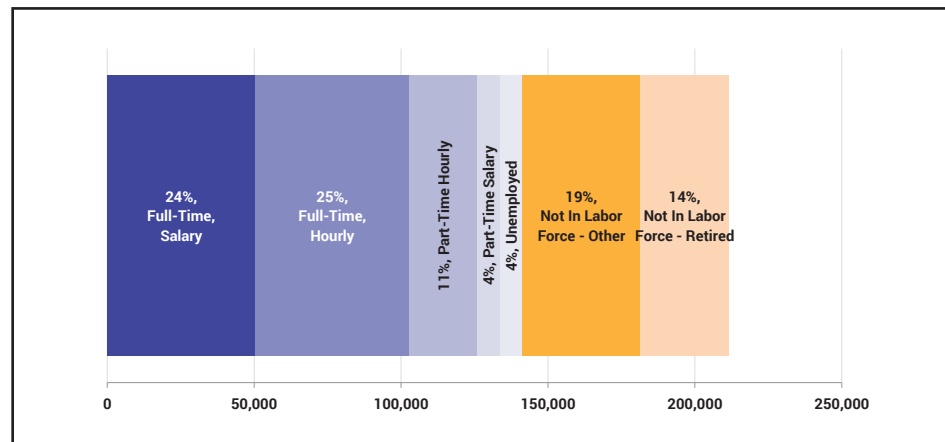
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## ...and the labor landscape is challenging for ALICE workers

A breakdown of the labor force shows a small portion of adults (16 years and older) who were unemployed and a large number who were working. However, a significant portion of full- and part-time workers were paid by the hour; these workers were more likely to have fluctuations in income and less likely to receive benefits. There was also a high number of workers outside of the labor force (people who are not employed and not looking for work), which helped keep wages low: When more workers are available, employers have less incentive to raise wages to attract employees.

## Labor Status, Population 16 and Over, Kalamazoo County, 2019



Note: Data for full- and part-time jobs is only available at the national level; these national rates (49% of full-time workers and 73% of part-time workers paid hourly) have been applied to the total county workforce to calculate the breakdown shown in this figure. Full-time represents a minimum of 35 hours per week at one or more jobs for 48 weeks per year.

Sources: American Community Survey, 2019; Federal Reserve Bank of St. Louis, 2019

Kalamazoo County, 2019		
Town	Total HH	% ALICE & Poverty
Alamo Township	1,500	29%
Brady Township	1,673	18%
Charleston Township	730	25%
Climax Township	960	31%
Comstock Charter Township	6,200	35%
Cooper Charter Township	4,044	29%
Galesburg City	836	64%
Kalamazoo Charter Township	9,025	40%
Kalamazoo City	29,007	53%
Oshtemo Charter Township	10,273	44%
Parchment City	816	44%
Pavilion Township	2,550	37%
Portage City	19,984	33%
Prairie Ronde Township	853	14%
Richland Township	3,179	26%
Ross Township	1,995	22%
Schoolcraft Township	3,461	33%
Texas Charter Township	5,879	14%
Wakeshma Township	480	39%

Note: Municipal-level data on this page is for County Subdivisions. Municipal-level data relies on 5-year averages and is not available for the smallest towns. Since there are missing geographies, totals will not match county-level numbers.

**APPENDIX B: UWSCMI Indicator List**

Indicators identify the data applicants can collect to demonstrate the impact of their work. The list below includes both internal indicators (ie. measuring the impact of UWSCMI funding on the organization’s capacity) and external indicators (measuring outputs or outcomes of those served) that will be available on the applications ‘Indicators’ form in e-CImpact.

- Applicants are required to select **at least one UWSCMI indicator but can select any that they would like to report to that they feel meaningful reflects the impact of their work.**
- Applicants will be asked to enter a projection for any indicator selected, and will report the actual number against that projection as part of annual reporting.
- Applications will also have the option to identify any additional outputs or outcomes that they would like to report to.

<b>Indicator Type</b>	<b>→ Category</b>	<b>→ Indicator</b>
<b>Output - Monetary (\$)</b>	Asset Building	\$ Direct Financial Assistance
		\$ value of refunds created by free tax preparation services
	Increased Capacity	\$ Increased wages
	Increased Reserves	\$ of increase in operational costs in reserves
	Increased Revenue	\$ increase in fee for service revenue
		\$ of increase in individual/major donor revenue
		\$ of increase of grant revenue
Utility Assistance	Total \$ Utility Assistance Provided	
<b>Output - Numeric (#)</b>	Asset Building	# individuals receiving financial coaching for asset building
		# individuals receiving tax preparation assistance
		# individuals receiving tax preparation assistance resulting in receipt of refund
		# of households who receive supports to attain homeownership
		# of households who receive supports to maintain homeownership
	Childcare	# households receiving drop-in child care assistance
		# households receiving enrolled child care assistance
	Clothing (including diapers and hygiene products and services)	# of Diapers
		# of Hygiene Products/Services
		# of Unduplicated Individuals Provided Clothing
		# of Unduplicated Individuals Receiving Diapers
		# of Unduplicated Individuals Receiving Hygiene Products/Services
	Crisis Mental Health and Referrals	# of Crisis Support Referrals
		# of Individuals Receiving Advocacy Services
	Food	# children served (ex. For school services only)
		# individuals served
		# of meals served
		# pounds of food
		# pounds of fresh fruits/vegetables (subset of lbs of food)

<b>Output - Numeric (#)</b>	Healthcare	# individuals receiving a vaccination
		# individuals receiving medical care
		# individuals receiving mental health supports
		# of individuals receiving dental care
		# of individuals receiving financial assistance for medical costs (including prescriptions)
	Housing	# households served
		# households that obtained housing because of services/interventions
		# households that remained housed because of services/interventions
	Identification and Vital Records	# of Driver's Licenses
		# of State ID's
		# of Unduplicated Individuals Served - Documents Obtained
		# of Vital Records
	Increased Capacity	# of hours of increased volunteer utilization
		# of hours of specialized technical assistance (finance, legal, human resources, information technology)
		# of Increase in staff Full Time Equivalent employees
		# of new volunteers
	Increased Client Satisfaction	# of clients surveyed
		# of clients that report satisfaction with service/experience
	Increased Network (access to partnerships, human/social capital)	# of new board members recruited
		# of new partnerships
	Shelter	# of days of Shelter
		# of nights of Shelter
		# of unduplicated individuals provided day shelter services
		# of unduplicated individuals provided nights of shelter
	Technology	# of households receiving technology supports
		# of households receiving Cell phones
		# of households receiving Hardware
		# of households receiving Hotspots
	Transportation	# of individuals receiving transportation services
	Utility Assistance	# of unduplicated households receiving utility assistance
	Wage Growth	# Individuals attaining Credentials
		# individuals receiving supports for wage growth
# individuals receiving supports that resulted in maintaining employment		
# of individuals receiving supports that resulted in obtaining employment		
# of individuals receiving training		



<b>Qualitative Indicator</b>	Increased Capacity	Improvements in benefits package
	Increased Reach	Expansion of geographical service area
		Expansion of populations served
		Expansion of services provided
		Expansion to 2 generational programming
		Growth in community awareness of org/services