



CELEBRATING
135
YEARS



STRATEGIC INVESTMENT GRANTS

Request for Proposals (RFP)

Due date to submit financial, overview, and demographic information online
and select the date/time for a Zoom application call:

5:00 p.m. on April 21, 2023

A NOTE FROM THE PRESIDENT AND CEO

Dear Community Partners:

Our 135th anniversary year has been one of celebration and reflection. There is an incredible story that has brought us to this moment. In 1887, Frances Wisebart Jacobs responded to the needs of her community, mobilizing four clergymen around an idea to collect funds for local organizations, coordinate relief services, and guide clients to essential resources. That year, they raised \$21,700 for the greater good. This not only ushered in the global United Way movement, it also formed the basis of our Strategic Investment Grants.

To continue Frances' commitment, vision, and story, we are excited to share our new Strategic Investment Grant funding opportunity. With a focus on equity and using a Coordinated Impact approach, this RFP is informed by our nonprofit partners to ensure our youngest learners have the resources they need to flourish, parents have vital supports like childcare, and individuals and families have access to housing, food, tax preparation, and legal services.

Our grant process has also received an upgrade! This year, the narrative portion of the application will be presented over Zoom conversations: you will be able to share the story of your work through the unique perspectives, powerful experiences, and authentic voices of the staff who embody your mission.

The last few years have been difficult. We know that the challenges facing our community are great, but we are confident that, together, we can rise to meet them. As we continue Frances' journey, we invite you to join us in a shared vision of hope and possibility.

Thank you for your unwavering dedication. We look forward to continuing to work alongside you in our community united to create opportunities for all.

With heartfelt gratitude and admiration,



Christine Benero
President and CEO

OUR MISSION

Uniting people, ideas, and resources to advance the common good.

WHAT WE DO

Working side-by-side with the community, Mile High United Way takes on critical human services issues facing our seven-county footprint of Adams, Arapahoe, Boulder, Broomfield, Denver, Douglas, and Jefferson counties. For the 2023-2025 grant cycle, our priority will continue to be placed on basic needs services (access to housing, access to food, tax preparation, and legal services), out of-school time, and early childhood education.

WHAT WE BELIEVE

We believe every person who calls Colorado home deserves the opportunity to thrive

We believe every young person deserves a strong start

We believe every family should be economically stable

We believe in community

We believe in neighborhoods

We believe in the power of diverse and inclusive voices

We believe in data

OUR COMMUNITY PRIORITIES



GIVING ALL CHILDREN A STRONG START

Ensuring all children enter kindergarten ready to succeed.



SUPPORTING EDUCATION AND ACADEMIC SUCCESS

Building educational success through partnerships with schools, families, and communities.



CREATING ECONOMIC OPPORTUNITY FOR ALL

Ensuring people can meet their basic needs and have opportunities to move toward economic success.

STRATEGIC INVESTMENT GRANT OVERVIEW AND PURPOSE

The Strategic Investment Grant (SIG) opportunity is our flagship grantmaking program investing in eligible nonprofit organizations across the seven-county Metro Denver area. These organizations are an extension of our mission in the community.

The goal of this Strategic Investment Grant opportunity is to focus investments on outstanding organizations whose work aligns with our overarching strategy to provide high-quality early childhood education, high-quality out-of-school time programming and access to housing, food, legal services, and tax preparation. Strategic Investment Grants are awarded through a competitive, community-driven process.

EQUITY-FOCUSED:

Over the years, the community (inclusive of everyone with whom we work and partner) has been our greatest teacher in the social justice and equity arena. We learned to adapt with community, be led and informed by it, and understand the privilege of our role, to better serve and live out our mission. Our commitment through this funding opportunity is to address disparities in resources, opportunities, and outcomes for all individuals and communities, particularly those who have been historically marginalized and under-resourced.

The application also has a focus on Representation. In addition to learning about efforts to enhance Justice, Equity, Diversity, Inclusion, and Belonging at your organization, we want to learn how your leaders and decision makers reflect the community you serve.

COORDINATED IMPACT:

The Strategic Investment Grants team had the privilege of learning about the challenges and triumphs of our nonprofit partners through their reports and site visits. Gathering this information helped us better understand what organizations were experiencing. However, we believed the information would have been more valuable if shared with other nonprofits. We brought together groups of partner organizations to talk about the challenges they faced and the creative ways in which they were addressing some of those challenges. The peer exchange was powerful: organizations expressed that prior to the meetings they felt alone in their struggles and that the creative solutions discussed led to strong collaborative efforts. As a result, we decided it is imperative that we create opportunities for more peer interaction, to bring about learning and support.

Throughout our RFP and grantmaking process, we will be working side-by-side with our nonprofit partners, who will be working side-by-side with each other.

- This RFP was co-created with approximately 50 nonprofit organizations.
- Among other things, organizations contributed to the creation of the goals for each of our funding areas and advised on reporting indicators.
- Funded organizations will convene three times during each grant year to share progress toward the goals, engage in peer learning, commit to shared accountability, and participate in capacity building offerings designed to strengthen organizations and the positive impact they have on the communities they serve.

We call this Coordinated Impact: the synchronized efforts of many organizations progressing toward a shared community goal. This approach is designed to strengthen partnerships; enhance the work of each organization across multiple domains such as equity, leadership, and program evaluation; align efforts toward shared community goals; and better serve historically marginalized and under-resourced communities.

Community Goals: These co-created goals are what we will be working toward throughout this grant period. Organizations eager to work with us and show progress toward the selected goal through their work are welcome to submit an application for funding.

The goals are intentionally broad to accommodate multi-pronged approaches, multiple layers of programs, and the various programs that exist to address the needs of a diverse population in an equitable way.

Convenings: These meetings will be held three times per grant year, per issue area, and will replace traditional written reports. In addition to learning how each organization is progressing toward their selected community goal, we will also be addressing some of the challenges we learned about during reporting and site visits. These include,

For nonprofit staff (all of these have impacted organization waitlists and the ability of organizations to properly serve clients):

- Retention
- Recruitment
- Staff burnout

For nonprofit client participants:

- Need for increased/improved mental health support.
- Help to mitigate the effects of inflation.

Issue areas: Using reporting data, 211 information, and community reports, we selected six issue areas for funding, under three categories:

1. Basic Needs
 - Access to Housing
 - Access to Food
 - Legal Services
 - Tax Preparation
2. Out-of-School Time
3. Early Childhood

All the above fall under our vision:

A COMMUNITY UNITED TO CREATE OPPORTUNITIES FOR ALL.

ACCESS TO
HOUSING

ACCESS TO
FOOD

LEGAL
SERVICES

TAX
PREP

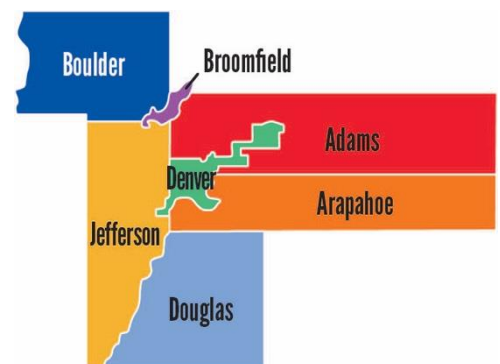
OUT-OF-
SCHOOL TIME

EARLY
CHILDHOOD

We have been actively wrestling with and reimagining the future of our grant investments. Coordinated Impact, this RFP, and our community goals are ambitious, and we believe this is what is needed. We invite you to join us.

GEOGRAPHY:

We welcome any eligible organization serving the seven- county Metro Denver community (Adams, Arapahoe, Boulder, Broomfield, Denver, Douglas, and Jefferson Counties) to submit a proposal aligned with the funding priorities detailed in this document.



FUNDING PERIOD:

This is a two-year funding cycle that begins July 1, 2023, and ends June 30, 2025.

- Year one funding: July 1, 2023 – June 30, 2024
- Year two funding: July 1, 2024 – June 30, 2025
Funding for the second year is contingent on available funds and grantee performance.

Apply for funding if your organization's services align with the following:

ACCESS TO HOUSING

GOAL: Homelessness is preventable, rare, brief, temporary, and non-recurring.

STRATEGIES  **EXAMPLES**

Keeping people in their homes/ sustainable homeownership	Rental assistance Homeownership programs
Safety net/ immediate needs	Drop-in centers Safe parking Overnight shelters (including for survivors of domestic violence)
Transitional/ temporary supportive housing	Tiny homes Home sharing Transitional Housing
Affordable stable housing/ permanent supportive housing	Permanent supportive housing Homeownership programs

ACCESS TO FOOD

GOAL: Individuals and families have access to nourishing food, relevant to their cultural, medical, social, and/or situational needs.

STRATEGIES	EXAMPLES
Food banks and food pantries	Mobile food trucks Community food pantries
Meal delivery/ congregate meals	Meals-on-wheels On-site meal service
Food rescue	Gathering donated and excess food, and distributing to families and nonprofits
Safety net/ support programs	Enrolling eligible individuals in SNAP, WIC, or other supportive programs

TAX PREPARATION

GOAL: Improve the financial stability of individuals and families.

STRATEGIES

Provide access to free, high-quality tax preparation services

Help eligible taxpayers claim the tax credits and deductions to which they are entitled

Increase financial literacy and help taxpayers build their financial capability

Maximize tax refunds and reduce tax liabilities

LEGAL SERVICES

GOAL: Individuals and families receive quality legal representation for civil legal issues.

STRATEGIES

Providing legal advocacy services for: preventing evictions and foreclosures; accessing benefits; immigration, migrant, and refugee services; addressing education equity; and family, youth, and child stability

OUT OF SCHOOL TIME

GOAL: Children ages 5-12 consistently engage in quality Out-of-School Time (OST) programs year-round or for the duration of the school year. OST programs deliver engaging activities that honor and respond to the needs and interests of participants and community, and ensure a physically, emotionally, and socially safe space that supports learning.

STRATEGIES EXAMPLES

Out-of-School Time organizations deliver quality programs that are:

- Held year-round or for the duration of the school year.
- Engaging and responsive to the needs of participants and the community, ensuring a physically, emotionally, and socially safe space that supports learning.

Reading, math, and digital literacy program

STEM-focused opportunities

Art-centered opportunities that develop social, life, and creative skills

EARLY CHILDHOOD

GOAL: All children up to age 5 flourish through a high-quality, multi-faceted, layered, comprehensive, inclusive, and responsive early care and education approach.

STRATEGIES	EXAMPLES
High-quality early learning center care	Licensed child care facility
High-quality family, friend, and neighbor care training and support	Intensive training programs that support informal childcare providers
Parent/caregiver learning and support	Parent As Teacher (PAT) Home Instruction for Parents of Preschool Youngsters (HIPPY)

GRANT APPLICATION ELIGIBILITY

To be eligible for funding, organizations must meet the following criteria:

- Qualify under the IRS Code as a tax-exempt, nonprofit 501(c)(3) organization and be a legally established public entity in good standing with the Colorado Secretary of State. This includes organizations with fiscal sponsors that meet the 501(c)(3) or public entity eligibility guidelines as outlined.
- Collect basic demographic information on the clients they serve, the services they provide, and the outcomes they are achieving.
- Be able to aggregate and analyze data to determine program quality and effectiveness, to inform program improvement.
- Provide direct services.
- Certify that the organization complies with the USA Patriot Act.
<https://www.fincen.gov/resources/statutes-regulations/usa-patriot-act>
- Be governed or advised by a volunteer Board and operate in accordance with bylaws.
- Have an annual independent audit for the most recent fiscal year completed by an independent Certified Public Accountant. If the organization's operating budget is under \$1,000,000, completed annual independent review and certified year-end financials approved by Board Chair and Executive Director may be submitted instead.
- Have accounting and financial reporting standards that are in accordance with Generally Accepted Accounting Principles (GAAP).
- Provide services in the seven-county Metro Denver area of Adams, Arapahoe, Boulder, Broomfield, Denver, Douglas, and Jefferson counties.

GRANT APPLICATION INELIGIBILITY

Organizations demonstrating any of the following characteristics are ineligible to apply for funding:

- Organizations that are not tax-exempt under IRS Code section 501(c)(3), or that are not recognized as a legally established public entity. This includes organizations that do not have a fiscal sponsor that meets the 501(c)(3) and public entity eligibility guidelines as outlined.
- Organizations that have the IRS Private Foundation designation.
- Organizations/programs that cannot collect basic demographic information on the clients they serve, the services they provide, and the outcomes they achieve.
- Organizations that do not provide direct services related to our funding priorities.

- Organizations/programs requesting funds to provide direct medical care and/or treatment.
- Organizations that use funds for proselytizing and/or require participation in religious activities in exchange for services.
- Applications to support direct donations, scholarships or grants to individuals.
- Applications to support direct cash assistance, including providing gift cards.
- Applications to support endowment funds.
- Applications to support political campaigns.
- Applications for general operating support for K-12 schools, including charter schools.
- Applications for general operating support for school districts, and/or school foundations.
- Applications for general operating support for government entities.
- Applications to support field trips, summer camps, summer enrichment programs, one-time performances, or one-time projects/events.

KEY DATES AND PROPOSAL PROCESS

March 24, 2023	Strategic Investment Grant RFP released
March 24, 2023	Online application portal opens <i>For organizations to upload financial, overview and demographic information</i>
March 22 – April 10, 2023	Application Information Sessions (online) <i>Join to get more information and ask your questions about the RFP</i>
April 7 – 18, 2023	Application Bootcamp (online) <i>Join to get a masterclass on preparing for your Zoom call</i>
April 21, 2023 (5:00 p.m. MT)	Due date to: <ul style="list-style-type: none"> • Upload financial documents, organization overview, and demographic information • Select the date and time for your Zoom application call: <ul style="list-style-type: none"> ○ Basic Needs (Access to Housing, Access to Food, Tax Preparation, and Legal Services) ○ Out-of-School Time ○ Early Childhood
April 25 – June 2, 2023	Zoom application calls
June 2023	Final decision by Mile High United Way Board of Trustees Organizations notified as to the status of their application Grant agreements signed
July 2023	Funding begins

PRIORITY POPULATIONS SERVED

Mile High United Way will fund organizations serving:

- At least 75 percent of individuals in families facing economic hardship and living at or below 300 percent of the most recent federal poverty guidelines.
- At least 75 percent of individuals from historically marginalized communities.

GRANT REQUEST AMOUNT

Proposals will be considered for annual funding in the following amounts:

- Up to \$10,000 for organizations with operating budgets below \$250,000.
- Between \$25,000 and \$75,000 for organizations with operating budgets at or above \$250,000.
- Up to \$200,000 for organizations applying for Child Care Contribution Tax Credit (CCTC) eligible activities and that have the CCTC license.

TYPE OF SUPPORT

Organizations can apply for General Operating or Program support. The following organizations can apply for Program support only:

- Schools, school districts, school foundations.
- Government entities.

REPORTING

Mile High United Way will provide a formatted online platform for your organization to enter required information. The information collected will include basic demographic information and mutually agreed upon indicators based on the funding request. Reporting indicators can be found in the application.

As part of the Coordinated Impact approach, funded organizations will meet three times per funding year to share reporting measures, organizational challenges, and peer learning.

ZOOM APPLICATION CALLS

We are excited to learn about your work through a Zoom conversation.

- Please select one time slot for your call, based on the work for which you are applying (i.e., basic needs, out-of-school time, or early childhood).
- The narrative questions of the application will form the basis of the call.
- The call will be no longer than 30 minutes. This includes 5-10 minutes of reviewer questions.
- You are welcome to have up to four people on the call, including staff, board, and client participants (if appropriate). **On SignUp Genius, please be sure that the names you enter will be the same for the people joining you on Zoom. These will be the only people we will be allowing into your Zoom call.**
- If your organization requires translation services, you can indicate this when you sign up for your Zoom call. You can also have someone at your organization translate, as they may be more familiar with the language used in your work.
- Please join our application bootcamp sessions for tips to have a successful Zoom call.

CONTACT INFORMATION

We are committed to ensuring you present the strongest application possible. With that in mind, we welcome the opportunity to speak with you to provide clarification and guidance during this process.

To contact Mile High United Way about this Strategic Investment Grant opportunity, please call our dedicated information line, 303.561.2338, or email mhuwgrants@unitedwaydenver.org.

ADDITIONAL RESOURCES

Preparing to submit a grant application can be a stressful time. To help keep your cup full, here are Mile High United Way staff-approved ideas to take care of yourself during this process:

[Calm](#) – App for meditation, mindfulness and stress reduction.

If Kaiser Permanente is your health provider, the Calm App is available free of charge.

[Yoga with Adriene](#) – Take a class on YouTube - From 5-minute flow workouts to 30-day challenges.

[Music Therapy](#) – 135 curated songs to get you singing and dancing!

GLOSSARY OF TERMS (For the purpose of this RFP)

Family - Mile High United Way embraces an inclusive definition of family, dependent on every feature of a person's life, including beliefs, culture, ethnicity, and situational experiences.

Family, Friend, and Neighbor (FFN) Care - Informal in-home child care is care provided in the child's or caregiver's home by a person who is a relative, friend, neighbor, babysitter, or nanny. Through this application we are looking to fund organizations that provide training and support to FFN care providers.

Federal Poverty Guidelines - Federal Poverty Guidelines, sometimes called Federal Poverty Levels (FPL), are income thresholds for households of a given size that are often used to determine eligibility for certain programs and benefits. Federal poverty guidelines are issued annually by the U.S. Department of Health and Human Services.

Federal Poverty Guidelines for 300 Percent of FPL - The measure of 300 percent of the Federal Poverty Guidelines means that an individual or family has income at or below 300 percent of the current poverty guideline for their household size. This is found by simply multiplying the current federal poverty guideline by three. Mile High United Way believes that a family with income at or below 300 percent of the Federal Poverty Guidelines is often struggling to make ends meet.

Organizations eligible for this grant opportunity are those serving clients at or below 300 percent of the 2023 federal poverty guidelines. For more information, please see the table below or visit: <https://aspe.hhs.gov/poverty-guidelines>.

Household Size	100% of FPL	300% of FPL
1	\$14,580	\$43,740
2	\$19,720	\$59,160
3	\$24,860	\$74,580
4	\$30,000	\$90,000

We recognize there are limits to data. Your organization may use measures other than to what we refer, to determine eligibility. Please note that all of the measures below fall within our criteria of serving clients at or below 300 percent of FPL.

Measure	Percent of Federal Poverty Guidelines/FPL
Area Median Income	Please see table below
CHIP (separate CHIP for uninsured children)	Up to 265%
School Lunch Program – Free Lunch	Below 130%
School Lunch Program – Reduced Price Lunch	Between 130% and 185%
Medicaid (Adults)	Up to 138%
Medicaid (Children 0-18)	Up to 147% of FPL
SNAP	Up to 130% of FPL

If your organization uses Area Median Income, please use the table below in comparison with the Federal Poverty Guidelines table to determine whether your clients are at or below 300 percent of Federal Poverty Guidelines (usually fall between 50 percent and 80 percent of the Area Median Income depending on number of persons per household).

2022 Area Median Income Limits (can be used for all seven-counties in the metro area)

2022 Area Median Income Limits (can be used for all seven-counties in the metro area)				
AMI	1 person	2 persons	3 persons	4 persons
30%	\$24,630	\$28,140	\$31,650	\$35,150
50%	\$41,050	\$46,900	\$52,750	\$58,600
80%	\$62,600	\$71,550	\$80,500	\$89,400
100%	\$82,100	\$93,800	\$105,500	\$126,600

GAAP - Generally Accepted Accounting Principles is a collection of commonly followed accounting rules and standards for financial reporting. GAAP specifications include definitions of concepts, principles, and industry-specific rules. The purpose of GAAP is to ensure that financial reporting is transparent and consistent from one organization to another. For more information, visit the Financial Accounting Standards Board.

High-Quality - Within the early childhood field in Colorado, there is no agreed-upon definition of quality. It can refer to:

- A Colorado Shines rating of three (3) or higher.
- Low teacher-to-student ratios.
- Qualified, well-trained, skilled staff.

- A safe and healthy environment that supports children's health and well-being.
- Positive and supportive relationships between teachers and children.

For this application, we would like you to tell us how your organization defines high quality.

Historically Marginalized Communities - Historically marginalized communities or communities marginalized by systems are those that experience discrimination and exclusion (social, political, and economic) because of unequal power relationships across economic, political, social, and cultural dimensions.

For the purpose of this RFP Mile High United Way is prioritizing the following groups and communities:

- Black, Indigenous, and People of Color (BIPOC)
- Women and girls
- People experiencing homelessness
- Older adults (People aged 65 and older)

Quality - Within the Out-of-School Time field in Colorado, there is no agreed-upon definition of quality. It can refer to:

- Qualified, well-trained, skilled staff.
- A safe and healthy environment that supports children's health and well-being.
- Positive and supportive relationships between teachers and children.
- Safe and inclusive environments.
- Engaging and meaningful activities.
- Opportunities for learning and growth.
- Alignment with participant and community needs.

For this application, we would like you to tell us how your organization defines quality.

GRATITUDE

We continue to be in awe of how our nonprofit partners show up in service to our communities. Thank you for your unwavering commitment to supporting the well-being of children, individuals, and families. We look forward to learning about your work and partnering with you to create better opportunities for all.

