To: AWF Board of Directors  
From: AWF Grant Committee – Lisa Cannon Taylor, Jennifer Hightower and Becky Schmitt  
AWF Staff Liaison – DiShonda Hughes, EVP of Mission  

Date: June 5, 2019  
Re: 2019 Economic Empowerment Program Grant Docket for June 13th Board Vote  

AWF Board of Directors –  

We are recommending the following 8 organizations for funding.  

<table>
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<tr>
<th>Grant Cycle</th>
<th>Amounts Recommended</th>
<th>Organizations</th>
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<tr>
<td>2019 Breaking Barriers, Building</td>
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<tr>
<td>Women: Economic Empowerment for</td>
<td>$65,000</td>
<td>- 9to5 Atlanta</td>
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<td>Women Grant Cycle</td>
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<td>- Atlanta Habitat for Humanity</td>
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<td>$75,000</td>
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<td>- Clayton State University Foundation</td>
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<td>- Gwinnett Tech Foundation</td>
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<td>$75,000</td>
<td>- Nicholas House</td>
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<td>Total Funds Recommended</td>
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The Atlanta Women’s Foundation’s goal is to support organizations that improve the lives of economically vulnerable women and girls in Clayton, Cobb, DeKalb, Fulton and Gwinnett counties. AWF supports organizations that lift women and girls up and out of poverty by increasing their access to services and opportunities for advancement. Since our inception, we have awarded over $15 million to over 250 nonprofit organizations impacting women and girls. The goal of AWF is to strengthen the network of nonprofits providing effective, comprehensive services and eliminating systemic barriers impacting economically vulnerable women and girls.

In 2017, AWF requested $1,000,000 from The Coca-Cola Foundation to support AWF’s BREAKING BARRIERS, BUILDING WOMEN: ECONOMIC EMPOWERMENT PROGRAM. It is AWF’s role to support women serving organizations at all levels. AWF serves as a funder, educator and convener on critical issues impacting women and girls in our community. Many experts interviewed for AWF’s proprietary research Breaking the Cycle of Generational Poverty in Metro Atlanta identified education as one of the foundational issues impacting poor women. Having a college degree is an important resource in the job market. Informal education is also quite important—teaching women their own self-worth and the life skills they need in order to succeed, such as financial literacy, life planning, and decision-making. Education is what keeps us moving in the right direction. Higher education has the potential to be the great equalizer in today’s society, which will lead to economic empowerment.

**Empowering Women through Higher Education**

Higher education is crucial for economic well-being and opportunity. Currently there are 239,000 women that are impacted by poverty in AWF’s 5-county service area. Employment is perhaps the most obvious path to success—if a woman can find a well-paying, stable career, she will be able to care for her children and set them on a better path. Women who have been living in poverty are often the least prepared to find careers. They frequently struggle to find part-time jobs that do not provide enough to support their families. College graduates, on average, earned 56% more than high school grads in 2015, according to data compiled by the Economic Policy Institute. That was up from 51% in 1999 and is the largest such gap in EPI’s figures dating to 1973. An educated woman’s household is more likely to prosper as a result of a higher overall income. Investing in women is the key to development. By participating in the labor market, an educated woman helps boost economic productivity, leading to greater wealth for her, her family and the community. Empowering women by giving them access to higher education will increase their ability to obtain a career or create a job or business.

**The Importance of Assets for Women’s Economic Empowerment**

Assets are essential to the economic security of all women. The Center for Community Economic Development found that the median net-worth for single African American and Hispanic women is $100 and $120, respectively. Assets include tangible and intangible resources such as cash savings, a college education, or a home. Without assets, families may be able to survive day-to-day, but will not be able to cope with a financial emergency, save for their children, or invest in a better future. The ability to earn and accumulate assets determines whether families can leave poverty behind and achieve economic security.

AWF will apply a collective impact approach to the BREAKING BARRIERS, BUILDING WOMEN: ECONOMIC EMPOWERMENT PROGRAM. The collective impact model involves a structured process leading to a common agenda, shared measurement, and continuous communication among the cohort. The model will bring together a diverse group of nonprofits. AWF will award $1,000,000 over 2-years to eight local nonprofit organizations providing education and/or asset development programs to women at or below 200% of poverty in Clayton, Cobb, DeKalb, Gwinnett and Fulton counties. All of the nonprofits selected for this initiative provide wrap-around services for their clients, which is a proven and effective strategy to combat multiple interrelated issues, thereby eliminating additional barriers to employment.
Measurement of Success:
The Atlanta Women’s Foundation will ensure project success by conducting regular program checks and will measure effectiveness based on the outputs and outcomes identified. AWF requires grantees to develop monitoring plans to assess outcome achievement and submit biannual reports. AWF will regularly report the findings as required, which will encompass outcomes achieved by the individual grantees and measurement against program goals.

Program Objectives:
- Empowering and educating a minimum of 2,000 women at or below 200% of the federal poverty level.
- Leveraging and expanding education and asset building opportunities for women.
- Developing a body of knowledge about the potential causes and solutions and to make these findings available to policy-making entities.

Anticipated Outcomes:
- Eight organizations will share their work and explore collaboration in the provision of education and asset building for women impacted by poverty in Metro Atlanta.
- 2,000 women living at or below 200% of federal poverty guidelines will have access higher education and/or asset building opportunities.
- 90% of clients enrolled in higher education programs will begin enrollment in an undergraduate or technical school program within 4 months.
- 85% will complete their coursework and graduate with a degree or certification.
- 75% will graduate and obtain full-time employment in their career fields and earning incomes 250% above poverty level.
- 65% of clients enrolled in microenterprise programs will receive microloans and will start and/or expand their own businesses.
- 75% of clients enrolled in homeownership programs will become homeowners.

Eligible Requests
- Organizations **must** be invited to apply for an Economic Empowerment grant.
- Organizations must be a nonprofit corporation with 501(c)(3) tax status as declared by the IRS.
- Organizations may apply for program grants. The program’s client base must be at least 75% female age 18 years and older, and the program’s primary function must be education or asset development as described in The Atlanta Women’s Foundation’s Request for Proposals. Any overhead cost that is directly related to the administration of the program is allowable.
- Organizations may apply for general operating grants. Organizations applying for a general operating grant must have a client base that is 100% female age 18 years and older, and the organization’s primary function must be as described in The Atlanta Women’s Foundation’s Request for Proposals.
- Applicants are eligible if at least 75% of the program’s primary clients reside in at least one of AWF’s 5-county service areas: Clayton, Cobb, DeKalb, Fulton, and Gwinnett.
- AWF’s funding for this initiative must support women.
- Organizations applying for a 2018 Economic Empowerment grant may not apply for other 2018 AWF grants.
- Organizations must demonstrate in their mission, policies and practices a sensitivity to, and inclusivity of, women of any race, sexual orientation, disability, political affiliation, national origin, ethnicity, or religious belief.

Ineligible Requests
- Debt reduction
- Building funds
- Endowments
- Projects that require compulsory religious participation
- Any statewide or nationwide programs that do not have a local focus within AWF’s 5-county service area
- Federal, state, county or city government agencies
- Requests from individuals or private businesses
- Scholarships requested by individuals
- Fundraising projects
- Capital campaigns and expenditures including renovations, equipment, furnishings and construction
**2019 AWF Grant Committee**
The Grant Committee is responsible for determining the final slate of applicants and final funding recommendations to present to AWF’s Board of Directors.

- Lisa Cannon Taylor
- Jennifer Hightower, Grant Committee Co-Chair
- Becky Schmitt, Grant Committee Co-Chair
- Kari Love, CEO
- DiShonda Hughes, EVP of Mission

**Financial Review**
AWF’s financial review assesses the financial health and sustainability of each grant applicant. Applicants are required to submit their most recent audit and Form 990. These items are used to rate the organization’s financial health using AWF’s Financial Review rating sheet. Applicants with financial records older than 2-years are not considered for funding. Organizations with a Poor Financial Review will not be considered for funding.

<table>
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<tr>
<th>Financial Review Scoring Chart</th>
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<tr>
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<td>The applicant possesses <strong>GOOD</strong> financial health and sustainability</td>
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<td>The applicant possesses <strong>FAIR</strong> financial health and sustainability</td>
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<tr>
<td>The applicant possesses <strong>POOR</strong> financial health and sustainability</td>
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**Financial Review Rankings**
- Michelle Drummond, AWF Director of Finance and Operations

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<th>Financial Review Score</th>
<th>Committee Comments</th>
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<td>Good</td>
<td>Ratio results good and good internal controls.</td>
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<tr>
<td>Atlanta Habitat for Humanity</td>
<td>Strong</td>
<td>Good ratio results indicate sustainability and strong internal controls provide strong infrastructure.</td>
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9to5 Georgia
For nearly four decades, 9to5 has been organizing women in Georgia to fight for economic justice by improving conditions in the workplace. 9to5 Georgia is a chapter of 9to5, National Association of Working Women. As a grassroots, member-led organization, members are directly affected by the policy issues they work on every day: low-wage jobs, the erosion of a social safety net, difficulties in balancing work and family needs, inequities in part-time and temp work, unemployment, and workplace discrimination. 9to5 programs and campaigns provide a vehicle through which marginalized women work together to take action and win policy change. 9to5 believes that systemic change is accomplished by engaging directly impacted women. Their programs include grassroots organizing, leadership development and training, coalition and partnership-building, nonpartisan civic engagement and policy change campaigns. 9to5’s vision is to achieve equality, economic security and social justice at the workplace and beyond. 9to5’s leadership development programs are unique: they identify, engage and train directly impacted women in a way that other groups do not. They are winning immediate improvements in women’s lives, while building the base and momentum needed to turn those victories into national policy change that leaves no one behind.

Funding Request Year One
9to5 is requesting program support to expand their “Power of Participation” leadership development, civic engagement and advocacy program. The Power of Participation program represents the next phase of 9to5’s Leadership Development trainings and community outreach. With AWF funding, they will be able to realize their vision: Power of Participation as a 9to5-branded, free tool for partners and communities to use to engage residents, ignite activists, empower leaders and build collective strength for effective advocacy. With funding, they will have the resources they need to refine, design and publish their 4-part facilitation and training guide. They will expand their existing community partnerships with groups like Atlanta Habitat for Humanity and Nicholas House; and build new partnerships with AWF grantees and others in metro Atlanta. 9to5 will hire an experienced trainer and community organizer to implement the program, including community-based workshops and trainings; partnership building, and engaging women in 9to5’s ongoing civic engagement, grassroots advocacy and policy change campaigns.

The Power of Participation (POP) program will include:
- Outreach – 9to5 will focus on metro Atlanta, bringing marginalized women into 9to5, offering POP as a resource, a tool and a way to build their knowledge and leadership.
- Partnerships – 9to5 currently partners with several organizations to offer the 4-part POP series including NPU-V, Center for Working Families, Atlanta Habitat for Humanity and Nicholas House. They have begun conversations with HOPE Inc. and will add new partners, including other AWF grantees in the cohort.
- Skills Training & Leadership Development – Including Know Your Rights in the Workplace, Grassroots Advocacy, ABC’s of Grassroots Lobbying, and the 4-part POP series, which focuses on why voting matters and how to exercise your right to vote.
- Civic Engagement – 9to5 will involve women they meet and community partners in nonpartisan voter engagement and get-out-the-vote.
- Policy Advocacy – 9to5 will develop women’s leadership and involve them in advocacy efforts, including petition-gathering, sharing your story, talking to the media, action days at the Capitol and more. For 2018-2019, key policy issues include expanding Georgia’s EITC (Earned Income Tax Credit); implementation of Family Care Days, which they passed in 2017; and any opportunities for advancements in childcare policies.

Year Two Funding Request
Year two of this work will allow 9to5 Georgia to delve deeper - with the training topics they offer, with the organizational relationships they established in year one, and in further developing the leadership of the individuals they reach. They will continue to offer job readiness trainings; they see these trainings as an important first touch with new direct service organizations and the people they serve. 9to5 will deepen relationships with individuals trained this year by offering additional entryways into advocacy and action. 9to5 will provide entry-level trainings that support people to see themselves as change makers; and their campaigns will be designed to allow multiple points of entry for new participants to engage with 9to5.

Job retention skills and advocacy trainings continue to be in high demand. 9to5 will continue to tailor trainings to meet the specific needs of direct service groups and the people they serve. 9to5 will also continue to offer other advocacy trainings such as Grassroots Action and ABCs of People Power as tools to enhance people’s understanding of affecting change, whether at their neighborhood organization or at the State Capitol. In year two 9to5 will develop and facilitate a training based on storytelling, using a model that helps orient people to know more about themselves and their values; how their struggles are interconnected with larger issues; and providing ways to take action. They will also facilitate ways for people to share their stories with each other and with 9to5 members to foster a greater sense of community. They will also follow up with people who are willing to share their stories as part of their broader advocacy campaigns, such as paid family leave, equal pay, ending sexual harassment, childcare and expanding the Georgia work credit. 9to5’s will expand their Know Your Rights and Workplace Discrimination trainings to include specific outreach to employees of and community partners. This training will help agencies better understand current workplace laws and protections, so they can offer factual advice to their clients. This expansion will also include a renewal of the Sexual Harassment trainings that 9to5 is well known for. They will offer this training for direct service staff and their clients, as well as for other community organizations.

Demographics
Number of Women and/or Girls Served: 2,500 women
Racial/Ethnic Composition: 62% African American; 3% Asian/Pacific Islander; 15% Caucasian; 10% Latina; 11% Multi-Racial
Counties served: 30% DeKalb, 30% Fulton, 10% Clayton, 10% Cobb, 10% Gwinnett, 10% Other

Funding Recommendation: $65,000
Atlanta Habitat for Humanity

Atlanta Habitat’s mission is to transform communities by acting as a catalyst for neighborhood revitalization through education, innovative development, partnerships, and long-term relationships. In thirty-five years they have facilitated the broadest and most sustainable impact on low-income homeownership in Atlanta and South Fulton County. Construction of 1,500+ homes across 168 neighborhoods contributes $19 million of annual economic impact. Their holistic approach toward Neighborhood Revitalization encompasses:

- Making communities more livable via first-time home ownership; critical home repairs for senior/veteran anchor residents; minor home repairs and aesthetic improvements for residents; and assembling volunteers and neighbors to remove debris and trash.
- Empowering families to achieve sustainable social mobility through required education, volunteer sweat-equity, and community engagement; while supporting pursuits beyond homeownership, including stable employment, increased earnings, and legacy building.

Atlanta Habitat for Humanity’s program deployment in targeted neighborhoods means more residents wake up daily in a house that is safe, dry, and accessible and walk outside to a vibrant and supportive community, essential to “having a place to call home.” This greatly impacts the children and single mothers, who make up almost 80% of their first-time low income homebuyers. It’s the place that will most shape their attitudes, awareness, and self-esteem.

**Year One Funding Request**

Atlanta Habitat proposes to support low-income women in achieving sustainable social mobility and building financial legacies via first-time home ownership readiness. Research and respected thought still identify homeownership as having the greatest impact on improving economic stability and mobility for low income families. The AWF grant award will address the deficiencies that often accompany such families. Like their overall organization objectives, Atlanta Habitat will focus on positively impacting long-term attitudes, behaviors, and actions for successful homeownership and personal achievement. Specifically, they will address the “powerful barriers” of …

- Insufficient household wealth for down payment and closing costs; inaccessible or poor credit; and inadequate knowledge of buying and sustaining a home
- Learned and accepted attitudes and actions that limit both confidence and pursuit of opportunities to improve financial, professional, and personal well-being

Up to seventy (70) low-income women will acquire education, counseling, and coaching designed to eliminate contingencies that disqualify first-time home purchase. When education and counseling are combined with fiscal assistance, sound lending, and flexible underwriting, HUD along with Casey Foundation research predicts sustainable homeownership. Atlanta Habitat has a 94% homeowner mortgage satisfaction rate. Program goals will focus on deficiency elimination. The goal is to qualify 50 program participants (women) for Atlanta Habitat and expanded homebuyer approval, without application contingencies. Education, coaching and mentoring will also provide opportunities to develop and pursue education and professional goals for sustained social mobility and legacy building. The overarching purpose of this proposal request is to provide a direct response to the growing need to support low income women, who arrive at Atlanta Habitat accompanied by deficiencies that deny them the opportunity to be first-time homebuyers and further limit their opportunity for economic stability and social mobility.

**Year Two Funding Request**

The My Money My Future Program will continue through September 2020 with support from the Atlanta Women’s Foundation. We anticipate this two-year pilot program will result in at least 25 women qualifying to purchase their first home with Atlanta Habitat for Humanity or another first-time home buyer. Impending funding will allow us to retain additional financial counselors and enroll at least 100 aspiring homebuyers through two cohorts next year.

Changes that we are considering in year two are:

- Increasing size of cohort to accommodate more students. We exceeded our initial target of 70 students in first year.
- Adding at least one class focused on Entrepreneurship and Small Business Development.
- Adding newsletter to promote frequent engagement and communication with program participants.

**Demographics**

**Number of Women and/or Girls Served:** 70 women

**Racial/Ethnic Composition:** 95% African-American; 1% Caucasian; 4% Multi-Racial

**Counties served:** 100% Fulton

**Funding Recommendation:** $60,000
Buckhead Christian Ministry (BCM) was founded in 1987 by six area churches that recognized the need for collaboration and partnership to serve individuals in need. BCM’s mission is to provide client-centered financial assistance and financial literacy programs that lead to self-sufficiency. Their vision is a community free of hunger and homelessness. Since its founding, BCM’s provides short-term emergency assistance as well as life-skills and support services to help families achieve long-term stability and self-sufficiency. Families and individuals in need are served through the following programs:

- The Emergency Assistance Program provides food, clothing, employment support services and one-time financial assistance with rent and utilities.
- Foundation 3 helps homeless or near-homeless families establish a foundation for family stability with three essential building blocks: safe housing, stable employment, and basic education.
- Budget for Life (formerly called The 70/30 Project) serves low-income workers who need long-term support to become financially stable, providing graduated rent and utility assistance for six months, coupled with in-depth case management, and financial literacy and money management coaching.

Year One Funding Request
BCM is requesting funds to support the expansion of the Budget For Life Program to serve 30 women in 2018 and 40 women in 2019, representing a 66% increase. The Program helps financially vulnerable families learn to budget, pay down debilitating debt and establish habits that lead to financial security. It is an intense, six-month program that helps participants lower their debt, increase their credit score, manage their expenses and begin to increase their income. Program services include:

- Financial Assistance: BCM provides financial assistance through tapered rent/mortgage and utility payments for six months, up to $4,500 per family. The assistance schedule is: $1,000/month for first four months, $750/month for the fifth month, and $250 for the final month.
- Money Management Education: BCM’s Money Management Program is a 22-week education program designed to help clients develop skills and learn strategies to manage their household finances. In addition to learning in an 11-week classroom setting, each client works one-on-one with a volunteer coach for 11 weeks to help put the lessons into practice.
- Case Management: BCM’s Financial Education Manager works with each client to develop an individualized service plan. The service plan is an agreement between BCM and the client, outlining the client’s goals and objectives in the areas of employment, finances, housing and health, and identifying the need for supportive services. Clients meet weekly with their Financial Education Manager.
- After-Care Savings Match: BCM provides a dollar-for-dollar savings match, up to $500, for participants who show a consistent record of savings deposits during the six-month period after completing the program.

Clients are required to pay all household expenses other than rent and utilities; use 30% of their income for debt reduction or savings; attend all Money Management classes and work with their coach to practice what they are learning; and work with their Case Manager in developing and following their service plan. Each client receives a savings schedule designed to generate at least $1,378 in savings within six months. BCM provides a dollar-for-dollar match against their savings (estimated at $1,378/client), allowing clients to complete the program with a potential savings of $2,756. Participants that follow the savings schedule along with the BCM savings matches (including the follow-up savings match) can save a total of $3,256 within one year. Increasing their assets is essential to their economic stability and ability to survive an unexpected financial emergency.

Year Two Funding Request
BCM is committed to continuing to implement The Budget for Life Program in the upcoming fiscal year. Two focus groups were conducted among BCM’s Budget for Life participants with a focus on curriculum content and digitization of the curriculum. Feedback was collected, and with BCM staff input, three new units of content were identified: student loans, credit score/report, and home ownership. BCM is adding a “Career Path” component, which includes a career assessment and meeting with a career coach as needed. The Career Path component will occur in tandem with the Savings Match element during the six-month follow up period after the Financial Literacy program element completion. A technical writer has been hired to update the curriculum content. BCM’s website will be updated to include a client log in page where clients will be able to access curriculum content and upload documents for their coaches to review and discuss during weekly class sessions. BCM will be able to meet grant expectations with a renewed grant from AWF, and anticipate serving 30 living at or below 200% of the federal poverty level women during the grant period

Demographics
Number of Women and/or Girls Served: 70 women over 2-years
Racial/Ethnic Composition: 83% African American; 10% Caucasian; 7% Other
Counties served: 67% Fulton; 33% DeKalb

Funding Recommendation: $75,000
Clayton State University Foundation
The Clayton State University Foundation exists to support the institutional needs and priorities of Clayton State University. The mission of the foundation, its Board of Trustees, officers and staff is to act as fiduciary for the financial support given by individuals, foundations, corporations and other philanthropic entities.

Year One Funding Request
Clayton State University Foundation is requesting funds to support the BOOST Program. Fall of 2016, Clayton State University entered into an innovative partnership with Quality Care for Children, BOOST. This agreement provides for child care subsidy support for low income (Pell eligible) student parents attending Clayton State University who are parenting a child four years of age and younger. This initiative is uniquely well suited to meet the relatively large number of student parents at Clayton State University, the majority of who are single mothers.

During the past 15 months of Clayton State University’s participation in the BOOST initiative, they have accepted 72 student parents into the program and fully enrolled 64 student parents and are serving 65 children. This represents an investment in their student parents of just shy of $190,000. The average weekly subsidy per Clayton State University family is $130.00. Currently, the average enrollment duration has been 22 weeks. This translates to approximately $3000 of support for each Clayton State University family receiving this subsidy. Of the 64 Clayton State University families who have enrolled in the BOOST program, 77% are still currently participating. Those who have exited the program have either already graduated from Clayton State University or stopped participating due to highly specific considerations such as chronic child illness or changes in custody arrangements. Funding from AWF would allow Clayton State to expand the number of low-income students parents served and broaden the positive impact of this already successful initiative.

Clayton State University serves a high percentage of students at-risk for not graduating from college and subsequently less able to pursue careers that sustain economic stability; the vast majority are low-income as evidence by Pell eligibility and are also considered non-traditional based on age and other factors, such as having dependent children. Moreover, institutional data illustrates that Clayton State University Pell eligible student parents exhibit lower course loads and graduation and retention rates. Funds received will be used to reduce hurdles to academic success that low income student parents face by providing a weekly child care subsidy for enrollment in a Quality Rated Child Care of up to $125 per week per eligible child for up to 36 months.

Year Two Funding Request
Clayton State’s relationship with Quality Care for Children is ongoing, but they realize that their funding is not limitless. Therefore, while they anticipate continuing to receive AWF’s support, they know that the number of students supported in BOOST exclusively through Quality Care for Children funding will likely decline during this coming year. Fortunately, during summer of 2018, Clayton State University applied for a Department of Education (DOE) Child Care Access Means Parents in School (CCAMPIS) Grant. Clayton State received notice this April that they will receive CCAMPIS funding for $158,202 starting October 1, 2019. They will use those funds to expand the BOOST program. Current national estimates indicate that approximately 1 in 4 college students have a child. This suggests that for a campus Clayton State University’s size there are likely well over 1,000 student parents. Not all of these student parents are in need of childcare, but even with the increased funding promised through the CCAMPIS grant, Clayton State University will only be serving a fraction of those in need. Specifically, while $158,202 sounds like a substantial level of funding, at current market rates for full-time childcare, which according to the Economic Policy Institute (EPI) exceed $7000 per year in Georgia; CCAMPIS funding allows Clayton State University to offer roughly 20 additional childcare subsidies. Maintaining multiple diverse sources of support is critical to the sustainability of their efforts and our capacity to meet the level of need on the campus. Funds from AWF during the coming year will allow Clayton State to broaden the scope of their ongoing work and promises to further move the dial on this complex issue. Clayton State University's Division of Student Affairs will continue to meet the needs of low-income student moms. Clayton State University is working to distinguish itself as one of Georgia’s most family friendly higher education institutions.

Demographics
Number of Women Served: 6 women (college students) with children
Racial/Ethnic Composition: 65% African American, 18% Caucasian, 6% Latina, 5% Asian/Pacific Islander; 6% Multi-Racial
Counties served: 46% Clayton; 26% Fulton; 20% DeKalb; 6% Gwinnett; 2% Other

Funding Recommendation: $45,000
Gwinnett Tech Foundation, Inc.
The Gwinnett Tech Foundation was created to support and enhance higher education at Gwinnett Technical College (GTC). The Foundation works to secure academic support, funds for capital projects, student scholarships and advancement of the College. Gwinnett Technical College provides career-focused education and training which supports economic and workforce development in the region. One of the fastest growing two year colleges in the nation, Gwinnett Tech served more than 21,000 students last year and is on target to exceed that number this year. The college provides three educational delivery areas – Adult Education (5,255 students), Credit Programs (11,417 students), and Continuing Education (4,912) which presents seminars/workshops to refine workforce skills. The FY18 academic year brought historically high enrollment in the colleges affordable, high-quality credit programs. Gwinnett Tech’s graduates experience 99+% job placement rate in Health Care, Business and Computer Sciences.

Year One Funding Request
Gwinnett Tech is requesting funds to support women with children through the Office of Special Populations. The total number of students served in 2017 was 4,921. Of these students, all were economically disadvantaged, with 612 being single parents and 400 being displaced homemakers. Assisting single female parents with options to help eliminate obstacles will provide single female parents with improved employment options, reduce their poverty rate, and improve their family environment and sustainability. Single female parents face many obstacles in obtaining and achieving a post-secondary degree. Gwinnett Tech is seeking funding to eliminate or decrease the barriers that get in their way. Without financial assistance, single parents may make the difficult decision of postponing school. Some of the barriers experienced by single female parents are lack of finances to pay for college, lack of academic preparation, lack of family and societal support, and learning to balance it all. Expenses for college include: tuition and fees, books and supplies, child care, transportation, and food.

Although the single female parent may receive federal and state funding, the added expense of additional childcare could deplete the funds quickly. In addition to childcare, the single female parent may need assistance with other expenses. Other expenses: utility assistance, buying gas, car repair, and buying food. Without additional resources to pay for daily expenses, the single parent may become overwhelmed in their classes, which could ultimately lead to withdrawing or failing their classes.

Technical colleges are a very significant and overlooked part of this country’s educational infrastructure. While low-income and nontraditional students tend to be outside the mainstream of student bodies in four-year colleges and universities, they make up a significant share of community college enrollees. Colleges like Gwinnett Tech are an attractive post-secondary education option for low income and nontraditional students.

Year Two Funding Request
For the upcoming year, the funding will be distributed as follows:

- **Tuition/Fees** – Funds will be used to pay tuition and fees for students who are ineligible for financial aid due to financial aid delays or exhausted funds. Tuition will not be paid if student is receiving financial aid or another scholarship source.
- **Books/Supplies** – Since the cost of books continues to increase, books and supplies will be purchased for any eligible student requesting assistance. Supplies may include laptop, uniforms, and class supplies.
- **Housing** – $100 will be paid toward mortgage or rent, one time per semester. Only in emergencies, and if funds are available, will full rent or mortgage be paid. Funds are paid directly to lender and/or leasing office.
- **Utilities (water, electric, or gas)** – $100 paid toward utilities, one time per semester. Only in emergencies, and if funds are available, will full utility bill be paid. Funds are paid directly to vendor.
- **Childcare** – $500 maximum is available to students whose child(ren) is/are attending a Bright from the Start Child Care Center. Providers will provide their licensing and registration information for verification. Funds are paid directly to the provider.
- **Transportation** – Students are eligible to receive one $50 gas or Uber/Lyft card per month. Students are also eligible for bus passes each semester.
- **Emergency assistance** – Details and verification must be attached to any request.
- **Graduation Cap & Gown and Fees:** Paid for eligible graduates who have completed their program.
- **Certification Exams and Study Materials:** Paid for eligible graduates who have completed their program.

Additional support services offered on campus include:
The Food for Thought Food Pantry has been offered at Gwinnett for almost four years. All single parent students are eligible to pick up food for their family and/or snacks while attending classes.

Demographics
**Number of Women Served:** 205 women/women with children
**Racial/Ethnic Composition:** 35% African American; 32% Caucasian; 15% Latina; 8% Asian/Pacific Islander; 10% Other
**Counties served:** 69% Gwinnett; 10% Fulton; 6% DeKalb; 2% Clayton; 13% Other

**Funding Recommendation:** $75,000
H.O.P.E Inc.
Founded in 2009, Helping Other People be Empowered, Inc. (H.O.P.E, Inc.) is a 501(c)(3) nonprofit organization in Duluth, Georgia that serves low-income single parents working to achieve their college degree. H.O.P.E, Inc. was founded based on the experience and struggles of its President & Founder, Kenita Pierce-Lewis, who suffered hardship as a single parent laboring to finish her degree over the course of ten years due to lack of resources and income. In an effort to help other struggling single parents complete their degrees in a shorter time period, H.O.P.E, Inc. established the Hope for Low-Income Single Parents (H-LISP) program which promotes higher education and a holistic approach to breaking the cycle of poverty. H.O.P.E.’s mission is to empower, encourage, and equip low-income single parents to obtain a college degree, develop essential life skills, and become self-sufficient. They achieve this by providing: 1) Financial assistance for housing and childcare; 2) Connections to community resources; (3) Financial advising; and (4) Counseling resources and success coaching.

Year One Funding Request
H.O.P.E is requesting support to eliminate barriers faced by single parents in college to increase their probability of graduating with a college degree. The HOPE for Low Income Single Parents (H-LISP) program offers financial assistance, financial training, and counseling support services to improve the likelihood that they will complete their coursework and graduate successfully. Funding will allow H.O.P.E to offer 20 low-income single parents unprepared for unexpected emergencies, and one paycheck away from not being able to meet child care and housing needs, with the assistance they need. H-LISP provides rent and childcare assistance up to $400 a month when either of these situations pose a threat to the student continuing their classes. In addition, they offer financial training that focuses on budgeting, emergency savings, investing, reducing debt, and student loan debt. Other areas of training include personal and life skills courses that help individuals improve their resume and interview skills, job search skills, as well as financial literacy skills. Lastly, enrollees receive emotional support via H.O.P.E.’s licensed counselors and peer mentors who provide guidance with career advancement paths and opportunities (i.e. changing jobs or exploring career paths through internships). If only a fraction of the nearly 600,000 heads of low income household living in Georgia were to earn a college degree, it would translate to billions in earned wages, tax revenues, and deferred public assistance.

Specifically, a grant from AWF would be used to continue to provide rent & childcare assistance for ten single moms enrolled in their program and an additional ten single parents, increasing their service capacity to 20 low-income single parents enrolled in college. In addition, the grant will help them continue to provide financial training materials; as well as, counseling to the single parents.

Year Two Funding Request
Funding from AWF has allowed H.O.P.E, Inc. to increase foundation grant support. H.O.P.E, Inc. was also able to increase the number of people they supported by 83%, and the amount of direct project resources they provided by 84%. In addition, they were able to improve the efficiency of their program by adding vital partnerships through the collaborative efforts provided through AWF, to help provide training and volunteers. HOPE, Inc. have added the following partnerships:

- Buckhead Christian Ministry’s (BCM) Budget for Life Program: HOPE is working with BCM to offer their Budget for Life Program to their graduates, as a vital addition to their Pay it Forward graduate program. They feel it will increase the financial stability of graduates over a five-year period and allow them to gain access to assets and eliminate debt.
- Habitat for Humanity Atlanta: Habitat has held workshops with participants to hopefully be able to take qualifying single parent participants and help them qualify for its home ownership and affordable house ownership programs.
- 9 to 5 Leadership Development Training: 9 to 5 has provided 5 Job Skill Retention & Know Your Rights live one-hour webinars for HOPE participants. Trainings were provided from January 2019 – May 2019. HOPE may also schedule fall trainings after semester schedule verifications.
- Delta Community Credit Union: HOPE is partnering with Delta Community Credit Union to provide financial training to assist with their budgeting, savings, debt management, and financial stability webinars. Currently they only have one financial trainer, but these additions will give HOPE more scheduling flexibility. Trainings under this arrangement will begin in September 2019.
- Jeanette Rankin Foundation: Will provide scholarships towards the college tuition for single parents over 35 years old that meet their requirements. HOPE will also provide program assistance to single parents in their program that meet requirements, and feel they will make a great referral source.
- Georgia State University TRIO Student Center (Clarkston Campus): Will send referrals of qualified program applicants.

Demographics
Number of Women Served: 20 single moms (students)
Racial/Ethnic Composition: 99% African American; 1% Caucasian
Counties served: 30% Gwinnett; 23% Fulton; 14% Clayton; 11% Cobb; 1% DeKalb; 21% Other

Funding Recommendation: $35,000
Literacy Action

Literacy Action’s mission is to build better futures for undereducated adults by teaching literacy, life and work skills that empower them to reach their highest potential. Literacy Action’s adult learners range in age from 16 to 86 and hail from 13 Atlanta-area counties and 37 countries world-wide. The organization serves more than 1,000 students each year and leads the adult literacy movement in Georgia. This year, Literacy Action (LAI) will provide over 130 classes in adult basic education (including reading, writing, and math), GED preparation, family literacy, digital literacy, English for speakers of other languages (“ESOL”) and workforce and workplace literacy. Most core classes are offered in 15-week semesters, with specialized programming during the summer, and “fast track” programs are offered at select levels to help students reach their goals even faster.

Year One Funding Request

Higher literacy levels are associated with higher earnings for both men and women. For low-literate women, especially those heading single-parent households, the increase in earnings from low to high literacy can be life changing for themselves and their families. Literacy Action already offers several levels of reading/writing, math, English as a Second Language, and digital literacy in classes that are on average two-thirds women. With the support of The Atlanta Women’s Foundation, Literacy Action proposes to add a new program exclusively for women that enable them to leverage this learning into increased employability. Specifically, the funds will be used to develop and launch Literacy Action’s first all-female Work Readiness Program in Fall 2018.

The Work Readiness (Transitions) program is a fifteen-week program designed for unemployed, underemployed, or low-income women who are seeking job advancement. The program builds on participants’ other Literacy Action coursework to focus on reading comprehension and mathematics skills specific to a work environment. Students will also receive training in the “soft skills” necessary to navigate a working environment, such as professional image, effective communication, collaboration, conflict resolution, customer service, strategic thinking, and time management. The women completing this program will create a digital portfolio complete with a resume, cover letter, and references, and will have access to opportunities including one-to-one career counseling, mock interviews, a Dress for Success workshop, and a Literacy Action job fair. The cohort will draw from the female student population of the current classes, offered in conjunction with these basic literacy classes so that they are well prepared to achieve their professional and economic goals as they achieve their academic ones.

Specifically, the funds will be spent on Work Readiness program and curriculum planning, student recruitment, and implementation of the classes and services themselves, which includes instruction, career counseling, and class/portfolio materials. The funds will also support participants’ access to LAI’s basic education classes as well as connections to employment, certification programs, and post-secondary education opportunities.

Year Two Funding Request

Literacy Action is currently in the process of implementing a new strategic plan for FY20-22. As a key part of this process, Literacy Action intends to more clearly define the data that is needed to effectively assess and communicate program impact and to implement improved practices for tracking and analyzing this data. These practices will include stronger mechanisms for conducting student follow-up and tracking long-term outcomes such as job retention, increased earnings, and completion of external training programs. Programmatically, Literacy Action plans to implement new digital literacy course offerings as a component of its work-readiness programming in the coming year. One of the anchors of the College and Career Readiness Standards published by the U.S. Department of Education Office of Vocational and Adult Education is the ability to “use technology, including the Internet, to produce and publish writing and to interact and collaborate with others” (CCR Anchor 6). This requires facility with a variety of digital tools, strong keyboarding skills, use of the Internet and search engines, and more.

Literacy Action’s expanded digital literacy program will prepare our students to meet this standard through new elective offerings in basic and advanced digital literacy; keyboarding; Internet use and safety; and/or iPad / iOS use, as determined based on student interest. Additionally, the program will include a word processing course that culminates in official Microsoft Word certification. Together, these electives will prepare students to enter the workforce with the technological foundation they need to successfully improve their economic stability. Since implementing the Women’s Economic Empowerment class with support from the Atlanta Women’s Foundation, Literacy Action has secured $3,000 in support for its women’s empowerment programming from Macy’s and $4,400 in funding for GED Fast Track testing scholarships from the Waffle House Foundation, a new supporter of Literacy Action. Literacy Action is currently pursuing new/increased public sector funding for these programs.

Demographics

Number of Women Served: 100 women

Racial/Ethnic Composition: 71% African-American; 15% Latina; 9% Asian/Pacific Islander; 3% Caucasian; 2% Other

Counties served: 50% Fulton; 40% DeKalb; 6% Gwinnett; 3% Cobb; 3% Clayton; 2% Gwinnett; 2% Other

Funding Recommendation: $70,000
**Nicholas House**

The mission of Nicholas House (NHI) is to help homeless families achieve self-sufficiency by providing a temporary place to live while identifying and addressing the root causes of a family’s homelessness so they may never become homeless again. NHI is committed to helping families attain three goals: (1) earn a living wage, (2) maintain physical, mental, and social health of parents and children, and (3) maintain their own safe and stable housing long-term. NHI provides temporary housing to more than 600 homeless people annually (70% children) via the Boulevard group shelter location and more than 65 scattered site apartments. Services include intensive case management and individual service plans that define a mutually agreed path to self-sufficiency and a time line for achievement. As a consequence, mothers have a focused effort they can pursue with emphasis on ensuring immediate and future goals including greater earned income potential and life decision-making skills.

Supporting the goals in the plan is a heavy focus on increasing earned income, personal accountability and decision making for parents. Nicholas House Youth Services efforts address the unique needs of each homeless child with emphasis on academic and behavioral needs to break generational cycles of poverty and ensure a future of possibilities for each child.

**Funding Request**

Every night in Atlanta there are at least 1,200 family members, including 800 children with no place to sleep. These are mothers in crisis with their children, needing help for immediate needs and support for a long-term solution to their economic self-sufficiency. Universally, economics and poverty are at the root of a mother’s homelessness. Nicholas House provides a concentrated program to provide temporary housing and basic needs along with the planning, education and tools needed to establish a platform for greater earned income and family self-sufficiency long-term. Nicholas House guides the mother in addressing her economic independence through multi-pronged educational efforts. Together with a case manager the mother: 1) Identifies and addresses past barriers to economic independence (credit history, evictions, debt, education level, life skill knowledge); 2) Increases earned-income potential by increasing education level (GED, Associates degree or others) or increasing skill set (training for key jobs such as nursing assistant, teaching assistant, culinary, cosmetology); 3) understands her decision-making patterns (good/bad choices, long-term goal satisfaction, relationships); and 4) learns the needed life-skills for continued success (budgeting, resume/interview skills, time-management, parenting and nutrition).

Nicholas House is seeking funds to support their current efforts and to expand their program by adding an Income/Employment Navigator to resolve an identified stumbling block for mothers – inability to find meaningful employment with growth potential. In discussions with parents it has become clear that a more direct, hands on approach to assisting with a more career oriented mindset and job search skills is needed. The position will provide individualized coaching to determine skills/goals, establish benefit income streams and help the parent in a search for an employment pathway that provides for meaningful income growth in the future, not just find a current low pay job for cash. Approximately 25 mothers will be assisted by the Employment Navigator and at least another 25 mothers through their regular efforts to define a new path of personal growth, stability and success that will help increase personal income, housing stability and family health and functioning long-term. In addition, approximately 85 girls will be indirectly served through the progress that their mothers make as well as direct impact through the youth services efforts that meet the academic, social, behavioral needs of homeless girls via after-school programming and summer camp.

In the most recent year, nearly 100% of the families served by Nicholas House moved into their own permanent housing after completing services due to job placements and 80% of families that left services at least one year ago remained independent. Meanwhile, 25% of the children were on the honor role.

**Year Two Funding Request**

NICHOLAS HOUSE in a subsequent year we will solidify the initial year’s start-up efforts, including formalizing integration of the Employment Navigator during initial enrollment of homeless parents. They also will ensure more hands on efforts in escorting parents to job interviews, providing immediate feedback/encouragement and maintain engagement while the parent is working a new job. This is important as they have found that some parents’ lack of confidence is a barrier to pursuing greater positions and there is often a lack of follow through on appointments made due to various logistical issues or decisions that impact continued employment once in a position. These employment efforts will also be complimented by a more robust financial literacy curriculum in partnership with SunTrust bank volunteers that include one on one consultation.

**Demographics**

**Number of Women Served:** 50+
**Racial/Ethnic Composition:** 98% African American; 2% Caucasian
**Counties served:** 52% Fulton; 42% DeKalb; 4% Cobb; 2% Clayton

**Funding Recommendation:** $75,000