



# Community Services Advisory Committee Agenda

September 9, 2024 5:30 PM  
Hybrid Meeting  
SeaTac City Hall – Council Chambers

The Community Services Advisory Committee serves the City Council by advising on human services issues including:

- Community service needs
- Human services priorities
- Plans and policies
- Funding requests
- Annual funding plans
- Collaborative & regional planning initiatives
- Service trends & updates.

**Members:** Judith Williams (Chair), Jennifer Corona, Caitlin Konya, Marta Hood

**Staff Coordinator:** Kim Cooper, Human Services Coordinator

A quorum of the Council may be present.

This meeting will be conducted in a hybrid format. The meeting will be broadcast on SeaTV Government Access Comcast Channel 21 and live-streamed on the City’s website <https://seatacwa.gov/seatvlive>. The Council Chambers at SeaTac City Hall will be available for the public to view the meeting. The public may view the meeting in-person in the Council Chambers at SeaTac City Hall.

| ITEM | TOPIC  | PROCESS     | WHO                  | TIME                   |
|------|--|-------------|----------------------|------------------------|
| 1.   | Call to Order  |             | Judy Williams, Chair | 5 minutes<br>5:30-5:35 |
| 2.   | Approve minutes from August 12, 2024, and August 26, 2024  | Action      | Judy Williams        | 5 minutes<br>5:35-5:40 |
| 3.   | Introduction of New Human Services Assistant-Miriam Maiteri  | Information | Kim Cooper           | 5 minutes<br>5:40-5:45 |
| 4.   | Application Review and Rating<br>Gray Section <ul style="list-style-type: none"> <li>a. Medical Teams International</li> <li>b. Mothers Impacting Lives Every Day</li> <li>c. Multi-Service Center</li> <li>d. Neighborhood House, Incorporated</li> <li>e. Northwest Education Access</li> <li>f. OneAmerica</li> <li>g. Open Doors for Multicultural Families</li> <li>h. Orion Industries</li> <li>i. Pacific Islander Community Association</li> <li>j. Para los Ninos</li> <li>k. Partner in Employment</li> <li>l. Praisealujah</li> </ul> | Action      | Members              | 85 minutes             |
| 5.   | Human Services Updates   | Information | Kim Cooper           | 10minutes<br>7:05-7:15 |

|    |                               |             |                      |                        |
|----|-------------------------------|-------------|----------------------|------------------------|
| 6. | Next meeting October 14, 2024 | Information | Members              | 1 minutes<br>7:15-7:16 |
| 7. | Adjourn                       |             | Judy Williams, Chair | 1 minute<br>7:16-7:17  |



# Community Services Advisory Committee Meeting Minutes

Monday, August 12, 2024  
5:30 pm – 7:30 pm  
\* Hybrid Meeting \*

**Members Present:** Judith Williams (Chair), Jennifer Corona, Marta Hood

**Members Absent:** Caitlin Konya

**Staff Present:** Evan Maxim, *Director, Community & Economic Development Division*  
Kim Cooper, *Human Services Coordinator*  
Gillian Sayer Mudd, *Admin 2*

**Council Present:** None

**Others Present:**

**Commence:** 5:32 PM  
**Adjourn:** 6:48 PM

|  |  |
|--|--|
| 1. Call to Order   | Chair Williams called the meeting to order at 5:32 pm  |
| 2. Approval of Minutes<br>a. 06/10/2024 (Regular)<br>b. 07/22/2024 (Special) | <b>Review and Approve</b><br><br><b>June 10, 2024</b><br><br>Jennifer Corona made a motion to approve the minutes of the regular meeting held on 06/10/2024. Marta Hood seconded the motion.<br><br><b>Motion passed: 3:0</b><br><br><b>July 22, 2024</b><br><br>Jennifer Corona made a motion to approve the minutes of the Special Meeting held on July 22, 2024. Marta Hood seconded the motion.<br><br><b>Motion passed: 3:0</b> |

|  |  |
|--|--|
| <p>3. Director's Report – Evan Maxim</p>                                 | <p><b>Information</b></p> <p>Council Request to Dissolve Committee – Staff recommended to Parks and Rec Committee in July that there was no action to take in dissolving the CSAC Committee. Parks and Rec agreed with the staff recommendation that the Committee is not dissolved. There are some key things to consider, a couple being the Human Services Strategic Plan, and the application review.</p> <p>Rating Tool – This need for a recommendation tool came about during conversations with City Council in 2023. Council feedback was that the concern of the Committee was more about the financial impact only and not thoroughly documenting a full review of materials and information provided in the applications.</p>  |
| <p>4. Application review and vote<br/>Yellow Section<br/>Red Section</p> | <p><b>Action</b></p> <p><b>a. Children's Therapy Center</b><br/>Committee recommends possible funding to Council<br/>Service Unit: Basic Needs Long Term</p> <p>There was a concern that the outcomes are too vague.</p> <p><b>b. Congolese Integration Network (CIN)</b><br/>Committee recommends possible funding to Council<br/>Service Unit: Basic Needs Long Term</p> <p>If funded the committee recommends funding at a lesser amount than requested.</p> <p><b>c. Consejo Counseling and Referral Service</b><br/>Committee recommends funding of the requested amount to Council<br/>Service Unit: Basic Needs Urgent</p> <p><b>d. Crisis Connections (formerly Crisis Clinic)</b></p> <p><b>King County 211</b><br/>Committee recommends funding of the requested amount to Council<br/>Service Unit: Basic Needs Urgent</p> <p><b>Teen Link</b><br/>Committee recommends funding of the requested amount to Council<br/>Service Unit: Basic Needs Urgent</p> <p><b>Regional Crisis Line</b><br/>Committee recommends funding of the requested amount to Council<br/>Service Unit: Basic Needs Urgent</p> <p>If this includes 211 services then why was a separate 211 application submitted.</p> |

**e. DAWN – Domestic Abuse Women’s Network**

***Community Advocacy Programs (CAP)***

Committee recommends funding of a lower amount,  
\$9,000.00, to Council  
Service Unit: Basic Needs Urgent or Long-Term

The Committee recommends a funding amount the same as last year, \$9,000.00.

***Domestic Violence Emergency Shelter***

Committee recommends funding to Council  
Service Unit: Basic Needs Urgent

**f. Des Moines Area Food Bank**

Committee recommends funding of the requested amount to Council  
Service Unit: Basic Needs Urgent or Long-Term

**g. Drivers Solidarity and Resource Center (DSRC)**

Committee recommends funding at a lower amount,  
\$10,000.00, to Council  
Service Unit: Education & Training

The recommendation is to fund them at \$10,000.00 since this is their first year applying.

**h. East African Community Services**

Committee does not recommend funding to Council  
Service Unit: Basic Needs Long Term

The committee could not see that this organization would provide an impact to the citizens of the City.

**i. Eastside Legal Assistance Program**

***Housing Stability-Legal Aid***

Committee does not recommend funding to Council  
Service Unit: Basic Needs Urgent

The goals and accessibility were not clearly defined. The unit cost is high.

***Pooled Cities General Request – GF191***

Committee does not recommend funding to Council

**j. Essentials First**

***Community Kits (+ Information & Assistance) Program***

Committee recommends funding of \$12,500.00 to Council  
Service Unit: Basic Needs Urgent

|                           |  |
|---------------------------|--|
|                           | <p><b>World Food Program</b><br/>Committee does not recommend funding to Council</p> <p>No indication they would be helping SeaTac residents.<br/>Lack of information provided in application.</p> <p><b>k. Families of Color Seattle</b><br/>Committee does not recommend funding to Council</p> <p>Cost is high for the number of people served.</p> <p><b>l. Friends of Youth</b><br/>Committee does not recommend funding to Council</p> <p>This organization is not from our area. The application was incomplete and there was a lack of information provided.</p> <p><b>m. Global to Local Health Initiative</b><br/>Committee recommends funding of the requested amount to Council</p> <p>Service Unit: Basic Needs Urgent or Long-Term</p> |
| 5. Human Services Updates | Kim updated the committee on the back-to-school resource fair.   |
| 6. Next Meeting - SPECIAL | Monday, August 26, 2024  |
| 7. Adjourn                | Chair Williams adjourned the meeting at 6:48 pm  |



# SPECIAL Community Services Advisory Committee Meeting Minutes

Monday, August 26, 2024  
5:30 pm – 7:30 pm  
\* Hybrid Meeting \*

**Members Present:** Judith Williams (Chair), Caitlin Konya, Jennifer Corona

**Members Absent:** Marta Hood

**Staff Present:** Erin Bryant-Thomas, *Human Services Manager*  
Gillian Sayer Mudd, *Admin 2*

**Council Present:**

**Others Present:**

**Commence:** 5:30 PM  
**Adjourn:** 6:33 PM

|                                       |   |
|---------------------------------------|---|
| 1. Call to Order                      | Chair Williams called the meeting to order at 5:30 pm   |
| Application Review and Rating (Green) | <p><b>Action</b></p> <p><b>a. HealthPoint</b><br/> <b>Dental Care Program</b><br/> Committee recommends funding of the requested amount to Council<br/> Service Unit: Basic Needs Long-Term</p> <p><b>Medical Care Program</b><br/> Committee recommends funding of the requested amount to Council<br/> Service Unit: Basic Needs Long-Term</p> <p><b>b. Highline Area Food Bank</b><br/> Committee recommends funding of \$12,000.00 to Council<br/> Service Unit: Basic Needs Urgent</p> <p><b>c. Hospitality House</b><br/> Committee does not recommend funding to Council</p> <p><b>d. Housing Connector</b><br/> Committee does not recommend funding to Council</p> <p><b>e. International Rescue Committee, Inc.</b></p> |

|                 |   |
|-----------------|---|
|                 | <p>Committee recommends funding of the requested amount to Council<br/>Service Unit: Small Business</p> <p><b>f. Kent Kitchen</b><br/>Committee does not recommend funding to Council</p> <p><b>g. King County Bar Foundation</b><br/>Committee recommends funding of the requested amount to Council<br/>Service Unit: Basic Needs Long Term</p> <p><b>h. King County Sexual Assault Resource Center</b><br/>Committee recommends funding of the requested amount to Council<br/>Service Unit: Basic Needs Long-Term</p> <p><b>i. Legal Council for Youth and Children</b><br/>Committee possible recommends funding to Council<br/>Service Unit: Basic Needs Urgent</p> <p><b>j. Lighthouse Family Ministries Northwest</b><br/>Committee recommends funding of the requested amount to Council<br/>Service Unit: Basic Needs Long-Term</p> <p><b>k. Lutheran Community Services Northwesst</b><br/>Committee recommends funding of \$50,000.00 to Council<br/>Service Unit: Basic Needs Long Term</p> <p><b>l. Muslim Association of Puget Sound MCRC (MAPS)</b><br/>Committee does not recommend funding to Council</p> <p><b>m. Mary's Place</b><br/>Committee recommends funding of the requested amount to Council<br/>Service Unit: Basic Needs Long Term</p> |
| 2. Next Meeting | Monday, September 9, 2024   |
| 3. Adjourn      | Chair Williams adjourned the meeting at 6:33 pm   |



# Medical Teams International - Care & Connect Mobile Dental Clinics for Underserved and Low-Income Communities

**Linked Agency Profile :** Medical Teams International

**Program Name :** Care & Connect Mobile Dental Clinics for Underserved and Low-Income Communities

## Grant Request and Brief Budget Overview

Detailed budget information will be required to be completed and uploaded in the Program and Budget Upload.

**Check all the cities to which you are applying. :**

Auburn

Bellevue

Burien

Covington

Des Moines

Federal Way

Issaquah

Kenmore

Kent

Kirkland

Redmond

Renton

Sammamish

SeaTac

Shoreline

Tukwila

**Auburn 2023 Awarded Amount : \$0**

**Auburn 2025 Requested Amount : \$36,000**

**Bellevue 2023 Awarded Amount : \$0**

**Bellevue 2025 Requested Amount : \$132,000**

**Burien 2023 Awarded Amount : \$0**

**Burien 2025 Requested Amount : \$36,000**

**Covington 2023 Awarded Amount : \$0**

**Covington 2025 Requested Amount : \$12,000**

**Des Moines 2023 Awarded Amount : \$0**

**Des Moines 2025 Requested Amount : \$12,000**

**Federal Way 2023 Awarded Amount : \$0**  
**Federal Way 2025 Requested Amount : \$36,000**  
**Issaquah 2023 Awarded Amount : \$0**  
**Issaquah 2025 Requested Amount : \$48,000**  
**Kenmore 2023 Awarded Amount : \$0**  
**Kenmore 2025 Requested Amount : \$12,000**  
**Kent 2023 Awarded Amount : \$0**  
**Kent 2025 Requested Amount : \$72,000**  
**Kirkland 2023 Awarded Amount : \$0**  
**Kirkland 2025 Requested Amount : \$48,000**  
**Redmond 2023 Awarded Amount : \$0**  
**Redmond 2025 Requested Amount : \$72,000**  
**Renton 2023 Awarded Amount : \$0**  
**Renton 2025 Requested Amount : \$108,000**  
**Sammamish 2023 Awarded Amount : \$0**  
**Sammamish 2025 Requested Amount : \$12,000**  
**SeaTac 2023 Awarded Amount : \$0**  
**SeaTac 2025 Requested Amount : \$108,000**  
**Shoreline 2023 Awarded Amount : \$0**  
**Shoreline 2025 Requested Amount : \$12,000**  
**Tukwila 2023 Awarded Amount : \$0**  
**Tukwila 2025 Requested Amount : \$24,000**

**(\$)Total Requests to All Cities : 780000**  
**2023 Total Program Budget (Actual) : \$859,766**  
**2025 Total Program Budget (Projected) : \$1,039,633**

**If there is a significant increase (more than 10%) in the 2025 proposed budget, please check all that apply. :**

- Meeting new/increased community need
- New or expanded service delivery model
- Serving additional clients
- Increased cost to deliver services

## **Program Information**

**Describe your program in a brief phrase or one short sentence (e.g., emergency shelter for men, domestic violence support for Asian survivors, mental health services for children and youth). : Mobile dental clinic providing free oral health care services for persons living below 200% of FPL who are uninsured, underinsured and/or**

have no access the oral health care.

## Program Contact

**Name :** Jane C Turville

**Email :** jturville@medicalteams.org

**Phone :** 5036241032

## Program Description

**What specific, emerging, and/or unique issue is the community you serve facing?** : While King County has a good patient to dentist ratio (912:1) compared to the national average (1,600:1), access to affordable, quality care for many living in cities within the county boundaries remains inequitable. For those who are uninsured, under-insured, or rely on Medicaid and/or Medicare, accessing oral health care can be extremely difficult and, in some cases, impossible. As long-term providers of dental care, our mobile health care teams have witnessed socio-economic disparities firsthand through our work serving the most underserved communities throughout King County, including BIPOC communities, refugees, migrant workers, people living homeless, those experiencing mental health challenges, those who are undocumented, those who are uninsured, seniors, low-income families, and rural communities. In addition to cost, these socio-economic disparities are exacerbated by the disproportionate barriers in accessing health care that these populations experience, including system navigation barriers, long wait times, lack of transportation, language and cultural barriers, and fear. According to a 2018 Washington Health Authority dental access report, only 38% of those eligible to receive dental services via Medicaid received services. Several cities we spoke with contract with local community health providers such as HealthPoint to provide oral health care services to low-income constituents. HealthPoint is an incredibly capable provider for these services in their brick-and-mortar locations. However, for constituents who are unfamiliar with health care services available to them, unaware of how to access services, or believe that because they are uninsured, they are not eligible for services, the only option they feel they have is the hospital emergency room in times of excruciating oral pain. Since 2021, Seattle King County Public Health (SKCPH) has partnered with us and provided funding to bring our Care & Connect mobile dental clinics to cities within King County as part of their mobile health program. In 2023, our Care & Connect mobile health program provided free oral health services for more than 2,300 persons living below 200% of the federal poverty level living in King County communities. While our Care & Connect mobile dental program will continue to receive funds to operate in established locations through the end of 2024, we have been advised that as SKCPH reassess their mobile medical program, funding for our mobile dental program may be decreased significantly. Given that 62% of those eligible for Medicaid benefits in King County based cities do not seek dental care services, and that we are currently the only mobile oral health program operating in the area, a reduction in the number of clinics would leave a large gap in oral health care services, a gap that we currently fill.

**Describe your proposed program. Include details on the services provided, how and who will deliver these services.** : We currently offer our Care & Connect mobile dental clinics in all participating cities except Covington, Sammamish, and Shoreline. For cities where services are offered, we partner with Seattle King County Public Health (SKCPH) through either their Health Care for the Homeless and/or Adult Dental Program and offer our mobile dental clinics alongside SKCPH's mobile medical clinics. Through our Care & Connect mobile dental clinics we provide patients with oral health service needs ranging from treatment for infection to extractions and restorative care. All services are free to clients and include dental exams, dental x-rays, fillings, extractions, oral hygiene instruction, and referrals to permanent, culturally responsive dental care providers. Blood pressure checks and patient education are also provided to each patient as we work to address the patient's immediate need. Care & Connect mobile dental clinics are approximately 6 hours and provide services to an average of 12 patients. Each patient receives 1 – 4 dental care procedures during their visit, including oral hygiene education. The average estimated value of each patient's care is \$500. Each clinic team consists of a licensed dentist, dental assistant, scheduler, and clinic manager. The cost per clinic is \$3,000, with costs per patient ranging between \$200 - \$380 depending on scope of work and number of patients at a clinic. With help from the site partner where a clinic is located, appointments are scheduled but time is always set aside at the start and finish of each clinic to accommodate walk-ins. Due to the flexibility of our mobile dental health model, our

teams can provide oral health care at locations other than traditional health care settings. Clinics can be scheduled at times and in locations that center on a patient's capacity, not ours. For patients who are not connected to a primary dental care home but are receiving other services provided by social service agencies, accessing health care may be a lower priority than securing food or housing. Our mobile model allows us to locate dental care at the same place that they receive other benefits, removing the barrier of geographic access. Additionally, clients may be new arrivals as immigrants or refugees and may need extra assistance in navigating the complex American health care system and often do not know where to begin. Providing services in a location that a client is familiar with and being introduced to our team by social service individuals who they trust significantly helps break down geographic and cultural barriers for these patients. Through this radically low-barrier model of care, we are able to treat and engage patients who are often outside the traditional healthcare system and reconnect them with community health centers who are designed to serve these populations.

**Who will be served by this program?** : Funds will be used to provide free urgent and restorative dental care services to individuals living at or below 200% of the Federal Poverty Line with either no health insurance or limited insurance that does not cover dental care, or those patients who have Medicaid or Medicare but face long wait times or sliding scale fees at traditional health centers that pose barriers to care. Additionally, 97% of patients identify with one or more of the following groups: disabled, elderly, individuals experiencing houselessness, migrant workers, recovering addicts, the formerly incarcerated, veterans, youth, BIPOC communities, LGBTQA+ communities, refugees, the working poor, and anyone who lacks insurance or a way to pay for care. For city-specific information on current and proposed partnerships to be supported by this grant award, please see the Additional Information section of this proposal.

**How do clients hear about the services or the work that you provide?** : Our outreach into communities begins with our staff connecting to organizations that are representative of the community they serve, particularly those that are culturally specific. Because access to health care disproportionately impacts these communities, culturally specific organizations often learn about our services as they explore options for their communities through their local healthcare systems which are often our clinic partners. Many times, our connection with specific cultures begins at health fairs and social services fairs hosted by our clinic partners. Collaboration with both clinic partners and site partners remains a vital part of the way in which our mobile health clinic program reaches out to and connects with our patients. While clinic partners are often health-related, site partners host our clinic vans in a variety of locations that provide easy access for our patients. Sites include local social and government agencies, public school districts, churches, and community-based organizations which host the van. Because our partners already have relationships with the clientele through their programs, an inherent trust is built into our relationship with their clients. And, because they are aware of each client's larger social determinants of health, clinic/site partners can identify those who are in the greatest need and coordinate patient scheduling for clinics.

## Program Impact

**How is your organization working to address disparities based on race, gender, income, and other factors within your organization and in the services you provide? What changes or impacts have you seen as a result of your efforts?** : The Medical Teams Board of Directors has formally adopted an organization-wide Diversity, Equity and Inclusion (DEI) policy that specifically outlines the steps we must take to realize true equity, diversity and inclusion within the culture of Medical Teams International. Our policy is built around the understanding that in order to address inequities we must (a) listen to others regarding our weaknesses and gaps and develop processes for change based on what we learn, (b) commit to an equal and unbiased approach to our employment processes as well as our donor and volunteers engagement processes, (c) ensure that our storytelling and all communications reflect the diversity, equity and inclusion values we espouse, and (d) partner with organizations that share DEI values and commitments in fighting against systemic discrimination. To facilitate this policy, the board formed a four-member DEI Committee, made up of members from diverse racial, ethnic and cultural communities, to work with the staff-led Diversity Advisory Council (DAC). The goal of this leadership/staff collaboration is to identify and address systemic prejudices within the organization that can lead to organizational-wide cultural change. The facilitation of practical steps helps each employee and volunteer incorporate behaviors that support the development of a diverse, equitable, and inclusive work-place culture. Organizational tools inspired by Board DEI policy include: 1. The Medical Teams Report Line is a robust pipeline that provides all employees

and volunteers with a tool to anonymously report DEI concerns. 2. To ensure pay equity exists throughout the organization, special focus is placed on job descriptions which are the basis for the salary band in which the job will land. Skills such as speaking a second language are recognized and compensated for when the skill is a requirement for successfully facilitating the job. The same is true when lived experience can provide equivalent knowledge and skills as an educational degree, the lived experience is recognized and compensated as an educational degree would be. 3. We hire staff who have enough lived experience in a culture or community to be aware of our beneficiaries' linguistic nuances or we partner with culturally specific organizations that can provide translators with this understanding. As we provide services to our patients, we rely on our relationships with our clinic and site partners to show us how we can rethink or redesign our services to be more culturally responsive to our patients. Many are culturally specific themselves and offer a deep understanding of their clients' cultural norms which they share with us. This allows our team to develop and deliver services in a manner that permits the most comfort for each patient. We also offer each patient the opportunity to provide feedback on our services, including feedback around cultural comfort.

Outcome measures should reflect how the unique services you provide improve the lives of your clients. As you prepare your outcomes, start thinking about what impacts of your services you are most proud of.

Outcomes should measure the percentage of people you serve who experience a desired improvement. This should be based on data, not anecdotal evidence or guesses. Outcomes measure the quality of your programs and services, not the quantity of services delivered.

[Questions? Watch this 5-minute video tutorial and/or contact city staff.](<https://bit.ly/3OGDZ8F>)

Outcome Measure 1:

**The desired result of engaging with your program or service is:** : Patient's most urgent dental concerns will be treated and addressed in a low-barrier, culturally and socio-economically appropriate model. Patients will receive counseling on their treatment options, education on their oral and physical health, and assistance navigating the health system and establishing care at a traditional health center.

**The percentage of clients who will achieve this result is:** : 0.98

**How we collect the outcome data (e.g., annual satisfaction survey, 3-month phone follow-up):** : End of appointment survey indicating (a) changes in level of oral pain/discomfort or anxiety about oral health and oral health care, and (b) change in understanding of the links between oral health and chronic diseases like hypertension and diabetes.

**Only one measure of program success (i.e., Outcome) is required. Do you have a second outcome?** : Yes

Outcome Measure 2:

**The desired result of engaging with your program or service is:** : Patients receiving referrals will successfully connect with a primary dental care provider.

**The percentage of clients who will achieve this result is:** : 0.47

**How we collect the outcome data (e.g., annual satisfaction survey, 3-month phone follow-up):** : We will conduct follow-up phone calls and/or texts to ascertain whether or not a patient has been successful in making an appointment with a primary dental care provider. For those who have not, we will provide support to help them secure an appointment.

## Program Accessibility

**What percentage of your staff identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 0.45

**All program facilities are accessible to individuals with disabilities according to the ADA Accessibility Guidelines.** : Yes

**This program provides services in office location(s) in these cities.** :

Other(s)

**Please list :** As a mobile dental clinic, we provide free services in a variety of locations in each city in partnership with local clinic partners and site partners, which include churches, food banks, domestic violence shelters, and other direct service providers.

**This program is accessible in terms of transportation. :**

Close public transportation

Program staff travels to clients

Mobile location

**This program strives to accommodate client schedules. :**

Evenings

Early Morning

On Demand and/or Same Day

**The program is accessible in terms of language (offering translation and interpretation services). In what ways is your program accessible in terms of languages? :**

Translated materials

Program and/or agency staff speaks languages other than English

Interpretation on demand

Other

**If this program has other or no accessible means of communication, please explain. :** Passport to Languages provides virtual translation services that are specific to medical and health care services.

## Additional Information

Several cities anticipate making Community Development Block Grant (CDBG) funds available. CDBG funds are federal monies that require additional recordkeeping, financial tracking, and reporting processes. Please check the City Specific Information Sheets to contact cities if you have questions.

**Is your agency willing and able to accept CDBG funds? :** Yes

**Any other information that you would like to share that would help in making a funding decision? :** Current and proposed partnerships. Auburn: (current) SKC HCHN\*, KCADP\*\*, Ray of Hope Shelter, Auburn Family YMCA; (proposed) Auburn Food Bank Bellevue: (current) Porchlight, Bellevue College, Jubilee REACH; (proposed) Salvation Army, Friends of Youth Burien: (current) SKC HCHN, KCADP, Para los Ninos, Transform Burien, Mary's Place Covington: (proposed) The Storehouse Des Moines: (current) SKC HCHN, Mary's Place; (proposed) Des Moines Area Food Bank Federal Way: (current) SKC HCHN, El Centro de la Raza, Federal Way Day Center Issaquah: (current) Eastridge Church; (proposed) Rose Crest Senior Living, Family Village Kenmore: (current) Mary's Place Kent: (current) SKC HCHN, KCADP, Horn of Africa, Kent Lutheran Church, St. Vincent de Paul, Centro Rendu, Children's Therapy Center; (proposed) Vine Maple Place, Ilene & Kellys Kirkland: (current) KCADP, King County Promotores Network, Juanita High School; (proposed) Hopelink, Renewal Food Bank Redmond: (current) Muslim Association of Puget Sound; (proposed) Old Silver Cloud Inn, Together Center, 4 Tomorrow, Sophia's Way, New Bethlehem, Friends of Youth Renton: (current) SKC HCHN, Tribe of Judah, Salvation Army Sammamish: (proposed) Sound Generations SeaTac: (current) Thrive International, International Rescue Committee; (proposed) Lighthouse NW, DAWN Shoreline: (proposed) Hopelink Tukwila: (current) Riverton Park United Methodist Church; (proposed) Tukwila Pantry \*SKC HCHN – Seattle King County Health Care for the Homeless Network \*\*K



## Additional Required Documents

To access training materials and required template for upload, please go to

[www.share1app.org/application](http://www.share1app.org/application).

**Program and Budget Detail Attachment** : Medical Teams International, Care & Connect, Program & Budget.xlsx

**Supplemental Question (only if applying to Burien)** : Medical Teams International, Care & Connect, Burien Question.docx

## Certification Statement and Submission

**I have reviewed, understand, and am prepared to comply with city-specific minimum requirements should this program receive funding.** : Yes

I have the authority and hereby certify that the information contained in this application and the accompanying documents are true, that all financial documents have been reviewed for accuracy, and that the application is made with the knowledge and proper authorization of the organization. The application, if funded, may be included in a contracting process. As this application is made to one or more government entities, I understand this is a government document that is subject to applicable laws regarding disclosure. In typing my name below, I hereby agree with this certification statement. I understand that this is the same as my printed signature at this time.

**Authorized Signer** : Cindy Breilh

**Record Label** :

**Category** : Safe & Healthy Communities

**Subcategory** : medical/dental

*Created by* : [integrations+38430@zenginehq.com](mailto:integrations+38430@zenginehq.com)

*Record ID #* : 63161168

*Last change* : 2024-04-08T13:32:22+0000

| REVENUES        | 2023       | 2025             | Difference<br>% |
|-----------------|------------|------------------|-----------------|
|                 | Awarded    | Requested        |                 |
| Auburn          | \$0        | \$36,000         |                 |
| Bellevue        | \$0        | \$132,000        |                 |
| Burien          | \$0        | \$36,000         |                 |
| Covington       | \$0        | \$12,000         |                 |
| Des Moines      | \$0        | \$12,000         |                 |
| Federal Way     | \$0        | \$36,000         |                 |
| Issaquah        | \$0        | \$48,000         |                 |
| Kenmore         | \$0        | \$12,000         |                 |
| Kent            | \$0        | \$72,000         |                 |
| Kirkland        | \$0        | \$48,000         |                 |
| Redmond         | \$0        | \$72,000         |                 |
| Renton          | \$0        | \$108,000        |                 |
| Sammamish       | \$0        | \$12,000         |                 |
| SeaTac          | \$0        | \$108,000        |                 |
| Shoreline       | \$0        | \$12,000         |                 |
| Tukwila         | \$0        | \$24,000         |                 |
| <b>Subtotal</b> | <b>\$0</b> | <b>\$780,000</b> |                 |

|                          |                  |                    |             |
|--------------------------|------------------|--------------------|-------------|
| County government funds  | \$157,056        | \$100,000          | -36%        |
| State/federal government | \$0              | \$0                |             |
| Foundations              | \$120,000        | \$0                | -100%       |
| Corporations             | \$150,000        | \$0                | -100%       |
| Private funds            | \$0              | \$0                |             |
| Fundraising              | \$0              | \$0                |             |
| In-Kind*                 | \$130,000        | \$130,000          | 0%          |
| Other*                   | \$302,900        | \$30,000           | -90%        |
| <b>Subtotal</b>          | <b>\$859,956</b> | <b>\$260,000</b>   | <b>-70%</b> |
| <b>TOTAL</b>             | <b>\$859,956</b> | <b>\$1,040,000</b> | <b>21%</b>  |

\*In-kind or other revenue explanation (if applicable)

Other includes \$49,000 from Swedish Health Services and \$60,000 Multicare Health System (SeaTac) and support from Medical Teams International's reserve funds; \$130,000 in donated dental equipment and supplies from various dental and medical supply companies. Both financial funding partners have advised our team that funding in the next year may be significantly reduced due to reductions in the amount of charitable support available for distribution.

| EXPENSES                        | 2023             | 2025               | Cities'<br>Share |
|---------------------------------|------------------|--------------------|------------------|
|                                 | Actual           | Projected          |                  |
| Salaries/Wages                  | \$296,869        | \$360,555          | \$360,555        |
| Benefits                        | \$74,217         | \$120,185          | \$120,185        |
| Admin/Indirect                  | \$112,143        | \$125,952          | \$117,000        |
| Depreciation                    | \$0              | \$0                | \$0              |
| Direct Aid to Clients           | \$0              | \$0                | \$0              |
| Equipment/Supplies/Office       | \$65,000         | \$78,000           | \$78,000         |
| Insurance                       | \$6,500          | \$6,563            | \$0              |
| Postage/Shipping                | \$120            | \$328              | \$0              |
| Printing/Advertising            | \$0              | \$0                | \$0              |
| Professional Services/Dues/Fees | \$0              | \$0                | \$0              |
| Rent and Utilities              | \$15,000         | \$12,000           | \$0              |
| Repair/Maintenance              | \$500            | \$2,050            | \$2,050          |
| Telecommunications              | \$46,000         | \$72,000           | \$50,000         |
| Travel and Training             | \$30,000         | \$52,000           | \$12,000         |
| In-Kind*                        | \$130,000        | \$130,000          | \$0              |
| Other*                          | \$83,417         | \$80,000           | \$40,210         |
| <b>Total</b>                    | <b>\$859,766</b> | <b>\$1,039,633</b> | <b>\$780,000</b> |

2023 to 2025 Budget Difference (%)

21%

Total # of paid FTEs:

5

Total # of unpaid FTEs (if volunteer-run):

Surplus/deficit 2025 explanation

Our current clinic program includes SKCPH dentist who provide services in our clinics, allowing us to reduce the cost of each clinic from \$3,000 to \$1,900. With upcoming changes in SKCPH program support, we anticipate that most clinics will be staffed by Care & Connect dentists or contracted dentists rather than SKCPH dentists. This, coupled with increased costs in fuel and vehicle maintenance brings the cost of each clinic to approximately \$3,000.



| Name<br>Measurement<br>Brief Description | Service Unit 1  |                |                  | Service Unit 2  |                |                  | Service Unit 3   |                |                  |
|--|---|----------------|------------------|---|----------------|------------------|--|----------------|------------------|
|  | Dental Care   |                |                  | Dental Care   |                |                  | Information and Referral   |                |                  |
|  | Day   |                |                  | Individual  |                |                  | Individual   |                |                  |
|  | We will report on the number of clinics held over the course of 12 months |                |                  | We will report on the number of unduplicated individuals receiving care at each clinic. |                |                  | We will report on the number of individuals receiving referrals for dental or other health services. |                |                  |
|  | 2023 Actual   | 2025 Projected | 2025 City Funded | 2023 Actual   | 2025 Projected | 2025 City Funded | 2023 Actual  | 2025 Projected | 2025 City Funded |
| Auburn                                   | 12  | 12             | 12               | 84  | 94             | 94               | 50   | 56             | 56               |
| Bellevue                                 | 28  | 44             | 44               | 252   | 396            | 396              | 151  | 238            | 238              |
| Burien                                   | 12  | 12             | 12               | 108   | 108            | 108              | 65   | 65             | 65               |
| Covington                                | 0   | 4              | 4                | 0   | 32             | 32               | 0  | 20             | 20               |
| Des Moines                               | 4   | 4              | 4                | 40  | 50             | 50               | 24   | 30             | 30               |
| Federal Way                              | 12  | 12             | 12               | 96  | 96             | 96               | 58   | 58             | 58               |
| Issaquah                                 | 4   | 16             | 16               | 36  | 144            | 144              | 22   | 86             | 86               |
| Kenmore                                  | 4   | 4              | 4                | 40  | 40             | 40               | 20   | 20             | 20               |
| Kent                                     | 24  | 24             | 24               | 360   | 400            | 400              | 212  | 240            | 240              |
| Kirkland                                 | 4   | 16             | 16               | 56  | 224            | 224              | 34   | 134            | 134              |
| Mercer Island                            | 0   | 0              | N/A              | 0   | 0              | N/A              | 0  | 0              | N/A              |
| Redmond                                  | 12  | 24             | 24               | 132   | 264            | 264              | 79   | 158            | 158              |
| Renton                                   | 24  | 36             | 36               | 120   | 180            | 180              | 72   | 108            | 108              |
| Sammamish                                | 0   | 4              | 4                | 0   | 40             | 40               | 0  | 20             | 20               |
| SeaTac                                   | 24  | 36             | 36               | 192   | 288            | 288              | 115  | 173            | 173              |
| Shoreline                                | 0   | 4              | 4                | 0   | 40             | 40               | 0  | 20             | 20               |
| Tukwila                                  | 4   | 8              | 8                | 60  | 120            | 120              | 36   | 72             | 72               |
| Seattle                                  | 48  | 52             | N/A              | 567   | 600            | N/A              | 340  | 360            | N/A              |
| Other KC                                 | 16  | 20             | N/A              | 207   | 300            | N/A              | 124  | 180            | N/A              |
| Outside KC                               | 52  | 55             | N/A              | 612   | 650            | N/A              | 368  | 390            | N/A              |
| Unknown                                  | 0   | 0              | N/A              | 0   | 0              | N/A              | 0  | 0              | N/A              |
| <b>TOTAL</b>                             | <b>284</b>  | <b>387</b>     | <b>260</b>       | <b>2962</b>   | <b>4066</b>    | <b>2516</b>      | <b>1770</b>  | <b>2428</b>    | <b>1498</b>      |

If 2025 projected services are significantly different than those actually provided in 2023, or if your cost per service unit varies between cities, please explain.

Cost for one mobile dental clinic is \$3,000, regardless of how many patients attend the clinic. Most 6-hour clinics have a minimum of 8 patients and we often see 15 patients during one clinic. This results in a cost per patient variance of \$200 - \$375 depending on number of patients attending a clinic. Variance in per patient costs is due to the number of patients at one clinic rather than service unit variances between cities. We aim to increase the number of patients seen in

|               | Residents   |                |                  |
|---------------|-------------|----------------|------------------|
|               | 2023 Actual | 2025 Projected | 2025 City Funded |
| Auburn        | 84          | 94             | 94               |
| Bellevue      | 252         | 396            | 396              |
| Burien        | 108         | 108            | 108              |
| Covington     | 0           | 32             | 32               |
| Des Moines    | 40          | 50             | 50               |
| Federal Way   | 96          | 96             | 96               |
| Issaquah      | 36          | 144            | 144              |
| Kenmore       | 40          | 40             | 40               |
| Kent          | 360         | 400            | 400              |
| Kirkland      | 56          | 224            | 224              |
| Mercer Island | 0           | 0              | N/A              |
| Redmond       | 132         | 264            | 264              |
| Renton        | 120         | 180            | 180              |
| Sammamish     | 0           | 40             | 40               |
| SeaTac        | 192         | 288            | 288              |
| Shoreline     | 0           | 40             | 40               |
| Tukwila       | 60          | 120            | 120              |
| Seattle       | 567         | 600            | N/A              |
| Other KC      | 207         | 300            | N/A              |
| Outside KC    | 612         | 650            | N/A              |
| Unknown       | 0           | 0              | N/A              |
| <b>TOTAL</b>  | <b>2962</b> | <b>4066</b>    | <b>2516</b>      |

# Medical Teams International

Linked Applicant : jturville@medicalteams.org

## Agency Information

Please review agency profile and make sure all information is current.

**Agency Name** : Medical Teams International

**EIN #** : 930878944

**DUNS #** : 156475279

CEO/Executive Director

**Name** : Michael Goodwin

**Email** : eallison@medicalteams.org

**Phone** : 503-624-1099

**Agency Main Office Address** : 14150 SW Milton Court

**City** : Tigard

**State** : US-OR

**Zip** : 97224

**Please describe the services provided by the agency.** : Founded in 1979, Medical Teams International is a global humanitarian nonprofit with a mission to boldly break barriers to health. We go where the need is greatest, working with local leaders and health systems to leave communities healthier and more resilient. We serve all people—regardless of race, ethnicity, nationality, religion, or sexual orientation. Globally, we operate programs in Colombia, Ethiopia, Sudan, Tanzania, Uganda, and Ukraine. Our humanitarian areas of focus include refugee medical care, maternal and child health support, and disaster relief. In Fiscal Year 2023, Medical Teams' programs served a total of more than 3 million people. Domestically, Medical Teams operates Care & Connect, a mobile dental and health clinic program in Oregon and Washington. With these clinics we provide free emergency and restorative dental care, medical screenings for early detection of hypertension and diabetes, insurance navigation, and referrals. Our fleet of mobile clinic vehicles travel within Oregon and Washington to specifically serve low income, marginalized, rural and isolated populations who face language, culture, and/or transportation barriers that prohibit them from accessing health and dental care services. Our average patient is living below 200% of the federal poverty level and has no private insurance or viable option for getting care. This includes people with disabilities, the elderly, those experiencing homelessness, migrant workers, veterans, immigrants, refugees, and anyone else in need of help.

**2023 Actual Budget** : \$77,499,411

**2025 Estimated Budget** : \$78,000,000

**What percentage of your agency leadership identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 0.00

**What percentage of your board identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 0.30

## Document Uploads

**Most recent audit or financial review** : MTI FY22 Audit.pdf

**If there were any significant deficiencies or findings, upload management's corrective action plan.** :

**Most recent agency budget to actuals or financial statement.** : Medical Teams International, Dec. 2023  
Financials.pdf

**List of current board of directors** : FY2024 Board Members Titles and Positions 3.12.2024.pdf

**Non-discrimination policy** : HR037 Non Discrimination.doc

**IRS tax determination letter** : Medical Teams International - 501(c)(3)Letter.pdf

## Insurance Information

**We certify that if our agency is awarded funds, we are able to meet city-specific insurance requirements.** : Yes

**Certificates of Insurance (Current Awardees only) :**

**Expiration Date of Certificates of Insurance :**

*Created by : integrations+38430@zenginehq.com*

*Record ID # : 63160007*

*Last change : 2024-04-08T17:31:50+0000*

# Mothers Impacting Lives Every day - EmpowHERment Program

Linked Agency Profile : Mothers Impacting Lives Every day

Program Name : EmpowHERment Program

## Grant Request and Brief Budget Overview

Detailed budget information will be required to be completed and uploaded in the Program and Budget Upload.

**Check all the cities to which you are applying. :**

Auburn

Federal Way

Kent

Renton

SeaTac

**Auburn 2023 Awarded Amount : \$0**

**Auburn 2025 Requested Amount : \$100,000**

**Federal Way 2023 Awarded Amount : \$0**

**Federal Way 2025 Requested Amount : \$150,000**

**Kent 2023 Awarded Amount : \$0**

**Kent 2025 Requested Amount : \$250,000**

**Renton 2023 Awarded Amount : \$0**

**Renton 2025 Requested Amount : \$200,000**

**SeaTac 2023 Awarded Amount : \$0**

**SeaTac 2025 Requested Amount : \$100,000**

**(\$)Total Requests to All Cities : 800000**

**2023 Total Program Budget (Actual) : \$10,000**

**2025 Total Program Budget (Projected) : \$820,388**

**If there is a significant increase (more than 10%) in the 2025 proposed budget, please check all that apply. :**

Meeting new/increased community need

Serving additional clients

## Program Information

**Describe your program in a brief phrase or one short sentence (e.g., emergency shelter for men, domestic violence support for Asian survivors, mental health services for children and youth). :** Healing centered mentorship program focused on providing pathways to total wellbeing and needed resources to improve stability and self-sufficiency in BIPOC girls.

Program Contact

**Name :** KECHI AMAEFULE

**Email :** kechi@mileinc.org

**Phone :** 4433880949

## Program Description

**What specific, emerging, and/or unique issue is the community you serve facing? :** The EmpowHERment program is designed to assist BIPOC at-risk girls ages 12-24 with becoming stable and self-sufficient members of their community. These young women are at high risk or already succumbed to life in the streets, domestic and/or sexual abuse, and incarceration. In Auburn, Federal Way, Kent, Renton, and SeaTac we have seen the incidents involving our girls gradually increase. These incidents range from vaping and fighting on or off school grounds, illicit drug use, truancies, to prostitution. From working in community and conversing with these individuals, we have found that at the core of most cases is a lack of guidance, knowledge, and self-worth.

**Describe your proposed program. Include details on the services provided, how and who will deliver these services. :** The EmpowHERment program is a year-round, self-development series of workshops and classes centered in Healing Centered Engagement and mentorship. Each participant is assigned a mentor who serve as their guide through life's hardships and help keep them engaged in programming and on track to reach their goals. Our workshops and classes offered prioritize total wellbeing, workforce development, and stability/ self-sufficiency. These priorities have been developed into curriculum and are administered throughout programming. 1.) "Mission MOVE" is our two-part series focused on Mental and Physical Health. The first goal in this series educates the young women on the importance of a healthy mindset, eliminates the stigma surrounding mental health, and encourages young ladies to speak up and seek help if they are experiencing difficulties. The second part of this series MILE staff and volunteers show the ladies that exercise is not just important but can be fun by engaging them in group workouts. 2.) "Make it Make Cents" is our two-part series focused on financial literacy, economic development, and workforce development. This series educates our participants on how to reduce poverty, make their money work for them, invest, build credit, and promote sustainable growth. The second part of this series teaches participants about entrepreneurship and assists them in enhancing their skills, knowledge, and abilities to prepare them for current or future job opportunities. 3.) "The Extra Mile" is our series focused on educational advancement. In this series we encourage youth to thrive in school by assisting them in creating a plan for success in the areas of attendance and improved grades and/or behavior. With each milestone reached, the youth is then given positive reinforcement creating a much-needed attachment to striving for excellence. 4.) Rise Above is our two goals series focused on advocating against sexual abuse, domestic violence, and unhealthy relationships. The first part of the series we provide a safe space for young women to learn how to recognize signs of abuse and provide a safe space for them to release, report abuse and reclaim their lives. The second part of this series is focused on rebuilding and instilling self-love and self-worth into young women. Additionally, each participants assigned mentor will link them with our resource navigator who will help connect them to outside services to assist in fulfilling needs they may have (i.e. housing stability, food insecurities, mental health services, educational scholarships, internships, utility assistance, etc.). These classes and workshops will be facilitated MILE staff who are also women of color from similar communities, have overcome many of the same obstacles these young women face, and are relatable to our participants. All services are at no cost to our participants, and we prioritize services on a need and first come first serve basis.

**Who will be served by this program? :** We will serve at-risk young women, ages 12-24, who identify as Black Indigenous or a Person of Color. These participants reside in King County.

**How do clients hear about the services or the work that you provide? :** MILE will obtain a memorandum of understanding and perform outreach within the school district we are awarded the opportunity to serve. These outreaches will include being present to meet youth during their lunch periods, handing out flyers while having on the spot registration available through iPad's and QR codes to scan, and attending frequented events to spread the word of our programming. We will also partner with the districts juvenile and diversion programs to accept ongoing referrals. Lastly, we will promote our services and recruit youth via social media, community referrals, and word of mouth.

## Program Impact

**How is your organization working to address disparities based on race, gender, income, and other factors within your organization and in the services you provide? What changes or impacts have you seen as a result of your efforts? :** At our organization, we are deeply committed to addressing disparities based on race, gender, income, and other factors both within our organization and in the services we provide. We recognize the importance of diversity, equity, and inclusion in all aspects of our work, including the development and implementation of our healing-centered mentorship program for girls ages 12 through 24. To address disparities based on race, we have taken intentional steps to ensure that our staff and mentors represent a diverse range of racial and ethnic backgrounds. By promoting diversity within our team, we aim to provide positive role models and mentors who can relate to and understand the unique experiences of the girls we serve. In terms of gender disparities, we have designed our program to be inclusive and supportive of all gender identities. We provide a safe and welcoming space where individuals of all gender identities can access the resources and support, they need to thrive. When it comes to income disparities, we offer our program free of charge to ensure that financial barriers do not prevent girls from participating. Additionally, we work to connect participants with resources and opportunities that can help improve their stability and self-sufficiency, regardless of their socioeconomic background. Furthermore, we regularly assess our program outcomes and seek feedback from participants to identify any disparities or barriers they may be facing. By actively listening to the needs of our participants, we can continuously improve our services to better address disparities and ensure that all girls have equal access to the support and resources they need to achieve total well-being. Since the implementation of our mentorship program, we have observed several significant changes and impacts as a result of our efforts to support young girls in their journey towards total well-being and self-sufficiency. 1. Improved Mental Health and Well-Being: Participants in our program have reported increased feelings of self-worth, confidence, and resilience. Through the mentorship and support provided, girls have gained coping skills, emotional intelligence, and a sense of empowerment that have positively impacted their mental health and overall well-being. 2. Enhanced Life Skills and Empowerment: Girls have developed essential life skills, such as communication, problem-solving, decision-making, and goal-setting, which have equipped them to navigate challenges and make informed choices in various aspects of their lives. 3. Stronger Support Networks: The mentorship relationships formed within the program have fostered strong bonds of trust, support, and guidance between mentors and mentees. Participants have reported feeling more connected, understood, and supported, contributing to a sense of belonging and community that is crucial for their personal growth and development.

Outcome measures should reflect how the unique services you provide improve the lives of your clients. As you prepare your outcomes, start thinking about what impacts of your services you are most proud of.

Outcomes should measure the percentage of people you serve who experience a desired improvement. This should be based on data, not anecdotal evidence or guesses. Outcomes measure the quality of your programs and services, not the quantity of services delivered.

[Questions? Watch this 5-minute video tutorial and/or contact city staff.](<https://bit.ly/3OGDZ8F>)

Outcome Measure 1:

**The desired result of engaging with your program or service is: :** Obtain a healthier lifestyle

**The percentage of clients who will achieve this result is: : 0.90**

**How we collect the outcome data (e.g., annual satisfaction survey, 3-month phone follow-up):** : We will administer an assessment upon enrolling to gauge knowledge, assess current wellbeing and state goals to be achieved. This same assessment will be taken in the middle of programming and at the end of the year. Additionally, our mentors and resource navigator will submit bi-weekly case notes and monthly progress trackers to review participants growth.

**Only one measure of program success (i.e., Outcome) is required. Do you have a second outcome?** : Yes

Outcome Measure 2:

**The desired result of engaging with your program or service is:** : Reach educational and/or workforce goals.

**The percentage of clients who will achieve this result is: : 0.90**

**How we collect the outcome data (e.g., annual satisfaction survey, 3-month phone follow-up):** : We will administer an assessment upon enrolling to gauge knowledge, assess current wellbeing and state goals to be achieved. This same assessment will be taken in the middle of programming and at the end of the year. Additionally, our mentors and resource navigator will submit bi-weekly case notes and monthly progress trackers to review participants growth.

## **Program Accessibility**

**What percentage of your staff identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 1.00

**All program facilities are accessible to individuals with disabilities according to the ADA Accessibility Guidelines.** : Yes

**This program provides services in office location(s) in these cities. :**

Auburn

Federal Way

Kent

Renton

SeaTac

**This program is accessible in terms of transportation. :**

Close public transportation

Provide transportation vouchers

Program staff travels to clients

Services provided by phone or online

**This program strives to accommodate client schedules. :**

Evenings

Early Morning

On Demand and/or Same Day

**The program is accessible in terms of language (offering translation and interpretation services). In what ways is your program accessible in terms of languages? :**



Program and/or agency staff speaks languages other than English

Language Line

## Additional Information

Several cities anticipate making Community Development Block Grant (CDBG) funds available. CDBG funds are federal monies that require additional recordkeeping, financial tracking, and reporting processes. Please check the City Specific Information Sheets to contact cities if you have questions.

**Is your agency willing and able to accept CDBG funds? :** Yes

**Any other information that you would like to share that would help in making a funding decision? :** Though MILE is a new 501C3 organization, our leadership has worked for and helped other community organizations grow tremendously. Though on a volunteer basis, our curriculum, delivery method, and programmatic systems have been utilized to assist over 100 BIPOC youth in King County in the last two years. During that time, we have garnered support from the county, schools, and other community organizations. Now that we have received our 501C3 status, we are more than ready to make an everlasting impact in the lives of young women of color, under our own name.

## Additional Required Documents

To access training materials and required template for upload, please go to

[www.share1app.org/application](http://www.share1app.org/application).

**Program and Budget Detail Attachment :** 2025-26 Program and Budget Upload Template\_MILE.xlsx

## Certification Statement and Submission

**I have reviewed, understand, and am prepared to comply with city-specific minimum requirements should this program receive funding. :** Yes

I have the authority and hereby certify that the information contained in this application and the accompanying documents are true, that all financial documents have been reviewed for accuracy, and that the application is made with the knowledge and proper authorization of the organization. The application, if funded, may be included in a contracting process. As this application is made to one or more government entities, I understand this is a government document that is subject to applicable laws regarding disclosure. In typing my name below, I hereby agree with this certification statement. I understand that this is the same as my printed signature at this time.

**Authorized Signer :** Kechi Amaefule

**Record Label :**

**Category :** Success at Every Age

**Subcategory :** youth

**Created by :** *integrations+38430@zenginehq.com*

**Record ID # :** 63393448

**Last change :** 2024-04-08T20:20:08+0000

Budget

| REVENUES  | 2023<br>Awarded | 2025<br>Requested  | Difference<br>% | EXPENSES   | 2023<br>Actual | 2025<br>Projected | Cities'<br>Share |
|---|-----------------|--------------------|-----------------|--|----------------|-------------------|------------------|
| Auburn  | \$0             | \$100,000          |                 | Salaries/Wages   |                | \$370,240         |                  |
| Bellevue  |                 |                    |                 | Benefits   |                | \$74,048          |                  |
| Burien  |                 |                    |                 | Admin/Indirect   |                | \$63,900          |                  |
| Covington   |                 |                    |                 | Depreciation   |                |                   |                  |
| Des Moines  |                 |                    |                 | Direct Aid to Clients  |                | \$230,000         |                  |
| Federal Way   | \$0             | \$150,000          |                 | Equipment/Supplies/Office  |                | \$18,000          |                  |
| Issaquah  |                 |                    |                 | Insurance  |                | \$1,800           |                  |
| Kenmore   |                 |                    |                 | Postage/Shipping   |                |                   |                  |
| Kent  | \$0             | \$250,000          |                 | Printing/Advertising   |                |                   |                  |
| Kirkland  |                 |                    |                 | Professional Services/Dues/Fees  |                |                   |                  |
| Redmond   |                 |                    |                 | Rent and Utilities   |                | \$38,400          |                  |
| Renton  | \$0             | \$200,000          |                 | Repair/Maintenance   |                |                   |                  |
| Sammamish   |                 |                    |                 | Telecommunications   |                |                   |                  |
| SeaTac  | \$0             | \$100,000          |                 | Travel and Training  |                | \$24,000          |                  |
| Shoreline   |                 |                    |                 | In-Kind*   |                |                   |                  |
| Tukwila   |                 |                    |                 | Other*   |                |                   |                  |
| <b>Subtotal</b>                                       | <b>\$0</b>      | <b>\$800,000</b>   |                 | <b>Total</b>   | <b>\$0</b>     | <b>\$820,388</b>  | <b>\$0</b>       |
|   |                 |                    |                 | 2023 to 2025 Budget Difference (%)   |                |                   |                  |
| County government funds                               |                 | \$350,000          |                 | Total # of paid FTEs:  |                | 5                 |                  |
| State/federal government                              |                 |                    |                 | Total # of unpaid FTEs (if volunteer-run):   |                | 15                |                  |
| Foundations   | \$7,500         | \$7,500            | 0%              |  |                |                   |                  |
| Corporations  |                 |                    |                 | Surplus/deficit 2025 explanation   |                |                   |                  |
| Private funds   |                 |                    |                 | We are requesting more funds in order hold fully staffed programming in the five cities of Auburn, Federal Way, Kent, Renton, and SeaTac in order to serve 400 BIPOC youth in the year of 2025 |                |                   |                  |
| Fundraising   |                 |                    |                 |  |                |                   |                  |
| In-Kind*  |                 |                    |                 |  |                |                   |                  |
| Other*  |                 |                    |                 |  |                |                   |                  |
| <b>Subtotal</b>                                       | <b>\$7,500</b>  | <b>\$357,500</b>   | <b>4667%</b>    |  |                |                   |                  |
| <b>TOTAL</b>  | <b>\$7,500</b>  | <b>\$1,157,500</b> | <b>15333%</b>   |  |                |                   |                  |
| *In-kind or other revenue explanation (if applicable) |                 |                    |                 |  |                |                   |                  |

Service Units

|                   | Service Unit 1  |                |                  | Service Unit 2     |                |                  | Service Unit 3  |                |                  |
|-------------------|-----------------|----------------|------------------|--------------------|----------------|------------------|-----------------|----------------|------------------|
| Name              | Youth Services  |                |                  | Mentoring          |                |                  | Case Management |                |                  |
| Measurement       | Bundle of items |                |                  | One-on-one session |                |                  | Bundle of items |                |                  |
| Brief Description |                 |                |                  |                    |                |                  |                 |                |                  |
|                   | 2023 Actual     | 2025 Projected | 2025 City Funded | 2023 Actual        | 2025 Projected | 2025 City Funded | 2023 Actual     | 2025 Projected | 2025 City Funded |
| Auburn            | 3               | 36             |                  | 3                  | 45             |                  | 3               | 60             |                  |
| Bellevue          |                 |                |                  |                    |                |                  |                 |                |                  |
| Burien            |                 |                |                  |                    |                |                  |                 |                |                  |
| Covington         |                 |                |                  |                    |                |                  |                 |                |                  |
| Des Moines        |                 |                |                  |                    |                |                  |                 |                |                  |
| Federal Way       | 8               | 48             |                  | 8                  | 60             |                  | 8               | 80             |                  |
| Issaquah          |                 |                |                  |                    |                |                  |                 |                |                  |
| Kenmore           |                 |                |                  |                    |                |                  |                 |                |                  |
| Kent              | 10              | 60             |                  | 10                 | 75             |                  | 7               | 100            |                  |
| Kirkland          |                 |                |                  |                    |                |                  |                 |                |                  |
| Mercer Island     |                 |                | N/A              |                    |                | N/A              |                 |                | N/A              |
| Redmond           |                 |                |                  |                    |                |                  |                 |                |                  |
| Renton            | 2               | 60             |                  | 2                  | 75             |                  | 1               | 100            |                  |
| Sammamish         |                 |                |                  |                    |                |                  |                 |                |                  |
| SeaTac            | 2               | 36             |                  | 2                  | 45             |                  | 2               | 60             |                  |
| Shoreline         |                 |                |                  |                    |                |                  |                 |                |                  |
| Tukwila           |                 |                |                  |                    |                |                  |                 |                |                  |
| Seattle           |                 |                | N/A              |                    |                | N/A              |                 |                | N/A              |
| Other KC          |                 |                | N/A              |                    |                | N/A              |                 |                | N/A              |
| Outside KC        |                 |                | N/A              |                    |                | N/A              |                 |                | N/A              |
| Unknown           |                 |                | N/A              |                    |                | N/A              |                 |                | N/A              |
| <b>TOTAL</b>      | <b>25</b>       | <b>240</b>     | <b>0</b>         | <b>25</b>          | <b>300</b>     | <b>0</b>         | <b>21</b>       | <b>400</b>     | <b>0</b>         |

If 2025 projected services are significantly different than those actually provided in 2023, or if your cost per service unit varies between cities, please explain.

Residents

|               | <b>Residents</b> |                |                  |
|---------------|------------------|----------------|------------------|
|               | 2023 Actual      | 2025 Projected | 2025 City Funded |
| Auburn        | 3                | 60             | 40               |
| Bellevue      |                  |                |                  |
| Burien        |                  |                |                  |
| Covington     |                  |                |                  |
| Des Moines    |                  |                |                  |
| Federal Way   | 8                | 80             | 60               |
| Issaquah      |                  |                |                  |
| Kenmore       |                  |                |                  |
| Kent          | 10               | 100            | 80               |
| Kirkland      |                  |                |                  |
| Mercer Island |                  |                | N/A              |
| Redmond       |                  |                |                  |
| Renton        | 2                | 100            | 80               |
| Sammamish     |                  |                |                  |
| SeaTac        | 2                | 60             | 40               |
| Shoreline     |                  |                |                  |
| Tukwila       |                  |                |                  |
| Seattle       |                  |                | N/A              |
| Other KC      |                  |                | N/A              |
| Outside KC    |                  |                | N/A              |
| Unknown       |                  |                | N/A              |
| <b>TOTAL</b>  | <b>25</b>        | <b>400</b>     | <b>300</b>       |

# Mothers Impacting Lives Every day

Linked Applicant : kechi@mileinc.org

## Agency Information

Please review agency profile and make sure all information is current.

**Agency Name** : Mothers Impacting Lives Every day

**EIN #** : 922900464

**DUNS #** :

CEO/Executive Director

**Name** : KECHI AMAEFULE

**Email** : kechi@mileinc.org

**Phone** : 4433880949

**Agency Main Office Address** : 31627 111th Ct Se

**City** : Auburn

**State** : US-WA

**Zip** : 98092

**Please describe the services provided by the agency.** : MILE provides mentorship, self development training, workforce development, and resource navigation.

**2023 Actual Budget** : \$7,500

**2025 Estimated Budget** : \$75,000

**What percentage of your agency leadership identifies as Black, Indigenous, and/or Person of Color (BIPOC)?**  
: 1.00

**What percentage of your board identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 1.00

## Document Uploads

**Most recent audit or financial review** : Audit explanation.docx

**If there were any significant deficiencies or findings, upload management's corrective action plan.** :

**Most recent agency budget to actuals or financial statement.** : 2023 Financials Explanation.docx

**List of current board of directors** : BOD.docx

**Non-discrimination policy** : MILE policy & procedures.pdf

**IRS tax determination letter** : 501c3 letter.pdf

# Insurance Information

We certify that if our agency is awarded funds, we are able to meet city-specific insurance requirements. :

Yes

**Certificates of Insurance (Current Awardees only) :**

**Expiration Date of Certificates of Insurance :**

*Created by : integrations+38430@enginehq.com*

*Record ID # : 63387951*

*Last change : 2024-04-08T13:29:42+0000*

# Multi-Service Center - EARNNS

Linked Agency Profile : Multi-Service Center

Program Name : EARNNS

## Grant Request and Brief Budget Overview

Detailed budget information will be required to be completed and uploaded in the Program and Budget Upload.

**Check all the cities to which you are applying. :**

Auburn

Burien

Federal Way

Kent

Renton

SeaTac

Tukwila

**Auburn 2023 Awarded Amount : \$36,000**

**Auburn 2025 Requested Amount : \$40,000**

**Burien 2023 Awarded Amount : \$17,950**

**Burien 2025 Requested Amount : \$20,000**

**Federal Way 2023 Awarded Amount : \$20,000**

**Federal Way 2025 Requested Amount : \$22,200**

**Kent 2023 Awarded Amount : \$108,000**

**Kent 2025 Requested Amount : \$110,000**

**Renton 2023 Awarded Amount : \$14,000**

**Renton 2025 Requested Amount : \$15,500**

**SeaTac 2023 Awarded Amount : \$26,000**

**SeaTac 2025 Requested Amount : \$28,500**

**Tukwila 2023 Awarded Amount : \$47,000**

**Tukwila 2025 Requested Amount : \$52,250**

**(\$)Total Requests to All Cities : 288450**

**2023 Total Program Budget (Actual) : \$403,255**

**2025 Total Program Budget (Projected) : \$419,370**

**If there is a significant increase (more than 10%) in the 2025 proposed budget, please check all that apply. :**

Increased cost to deliver services

## Program Information

**Describe your program in a brief phrase or one short sentence (e.g., emergency shelter for men, domestic violence support for Asian survivors, mental health services for children and youth).** : MSC's EARNs program provides emergency assistance to those in South King County who are unstably housed or at risk of homelessness, low income, or impacted by medical emergencies by providing resource navigation, tenant advocacy, and basic financial literacy.

### Program Contact

**Name :** Maju Qureshi

**Email :** Maju.Qureshi@mschelps.org

**Phone :** (253) 838-6810 Ext 111

## Program Description

**What specific, emerging, and/or unique issue is the community you serve facing?** : Communities in South King County are disproportionately impacted by multiple factors that lead to higher rates of poverty in Black, Indigenous and people of color (BIPOC) communities. Data obtained from the Evictions Study for King County shows that Black adults are evicted 5.5 times more than white adults, and Latinx adults are evicted 1.9 times more. Research from the Urban Displacement Project at the University of California, Berkeley underscores the prevalence of poverty in South King County, contributing to one of the highest county-based homeless populations in the country. Renters in South King County face heightened vulnerability, residing in neighborhoods with elevated precarity scores, reflecting high levels of displacement, eviction and unemployment. Moreover, income disparities starkly reflect racial inequities, as highlighted by the American Community Survey (ACS), with mean earnings for white individuals in the area at \$46,033 annually, in contrast to \$33,418 for Black residents and \$26,396 for Native American or Alaskan Native individuals. According to the most current American Community Survey data in the cities of Auburn, Burien, Des Moines, Federal Way, Kent, Renton, SeaTac and Tukwila there are over 36,940 rental units (27.4% of all occupied rental units in King County) whose gross rent is more than 35% of household income, with gross rent burden amounts surpassing 63% in some areas. Consequently, this situation categorizes many renters within the "severe housing cost burden" bracket, as defined by the US Department of Housing and Urban Development (HUD). When families and individuals are living with such housing burdens, even a small extra expense can lead to an inability to pay rent on time. In the South King County area, average rents have increased by 25% since 2019, and landlords are requiring higher deposits and credit scores to qualify for rentals, as well as recouping from losses sustained during pandemic-era rent moratoriums. In addition to this, several landlords in south King County have refused to take partial payments from MSC.

**Describe your proposed program. Include details on the services provided, how and who will deliver these services.** : MSC uses an enhanced model aimed at not only addressing residents' immediate housing needs, but also equipping them with tools and resources for long term housing security. Depending on individual circumstances, MSC may offer various forms of assistance, including rent assistance, emergency aid, temporary motel accommodations for survivors of domestic violence or individuals requiring medical respite, or a combination of support over a span of months. For unique emergency needs, such as heating element replacements during severe weather, MSC staff may seek approval from city officials. In addition to direct financial aid, MSC offers extensive resource navigation services. These include eviction prevention counseling, housing navigation, referrals to landlord/tenant rights programs, participation in community outreach events, and advocacy on behalf of participants. Our strength-based, client-led case management approach incorporates basic budgeting tools to help households assess expenses and identify additional resources such as employment services, food support, or public benefits enrollment. Since 2016, MSC has served as a Regional Access Point (RAP) for King County's Coordinated Entry for All program. Our staff are trained to utilize rapid diversion techniques to help unhoused individuals and families identify solutions to end their homelessness. MSC has several years of experience providing relevant resource navigation skills to help households navigate their barriers. The RAP team staff regularly collaborates with the MSC EARNs staff member. Together they are able to leverage program



funds to assist families with move-in assistance as well, which contributes to a high level of permanent placement for these households experiencing homelessness. MSC's EARNs staff member is committed to providing exceptional service with a compassionate and caring attitude. MSC would like to highlight that we have only 1 staff member who provides EARNs services to all our partner cities through this funding. In April 2021, MSC recruited a Community Access Coordinator to enhance our outreach and support efforts. This role focuses on triage navigation and connecting clients with resources and services, even those beyond MSC's offerings. Since its inception, the Community Access Coordinator has assisted over 400 individuals, with 34% identifying as Latinx, 28% as Caucasian, 20% as Black, 8% as Middle Eastern, 6% as Asian, and 4% as Native American/Alaskan Native. Additionally, 2 individuals identified as being physically disabled, and 2 individuals identified as LGBTQiA. All these individuals were provided direct referrals to internal or external partners. This position plays a crucial role in expanding MSC's presence and engagement with vulnerable communities, addressing systemic barriers to service access, and promoting equity and inclusivity in our services.

**Who will be served by this program?** : MSC's EARNs program will continue to serve households with low and moderate incomes, with priority given to households with incomes at or below 50% of median income. Additionally, priority is given to homeless households, households with a history of domestic violence, LGBTQiA individuals, individuals impacted by both acute and chronic medical, mental health and/or substance misuse conditions, immigrants and refugees, and seniors. South King County faces a significant challenge, characterized by the highest concentration of low-income households in King County. During the 22-23 fiscal year, 93% of households that utilized housing stability services through MSC identified themselves as either low (31-50% of AMI) or very low (30% or lower AMI) income. Taking a closer look at poverty through the lens of race, we know that Black and Latinx communities bear a disproportionately heavy burden compared to their white counterparts. Individuals identifying as Black or Latinx earn nearly half of what their white counterparts earn, on average. In the fiscal year 22-23, MSC's housing stability services assisted 930 clients. Of those clients, over 87% of those served identified as BIPOC, including 42% Black, 14% Latinx, nearly 8% were Pacific Islander, and over 17% identified as other or multiracial.

**How do clients hear about the services or the work that you provide?** : MSC uses various strategies to inform community members about the services we provide. We create marketing materials such as brochures and flyers available in different languages. MSC's website accepts online assistance applications for households living in South County funder cities, and our website and program application can be translated into several languages and can be modified by individuals with visual and hearing impairments. MSC also shares program information with community partners, other local providers, 211, City Human Services staff and local coalition groups. Our staff also participate in various community outreach events throughout the year to help raise awareness of its program. To ensure that MSC's services were reaching the most marginalized communities, we work with a variety of grassroots and/or BIPOC led community organizations including Utopia, El Centro De La Raza, Living Well Kent, Afghan Health Initiative, World Relief, Eastside Legal Assistance Program, Somali Youth & Family Club, and Native educators at Federal Way Public Schools and Highline Public Schools. MSC staff have participated in HMIS and Coordinated Entry for All systems performance boards led by King County, bringing suggestions to ensure that unhoused BIPOC community members have equitable access to housing resources. Some MSC staff have lived experience and are able to connect with community members on a meaningful level, focused on relationship development and healing.

## Program Impact

**How is your organization working to address disparities based on race, gender, income, and other factors within your organization and in the services you provide? What changes or impacts have you seen as a result of your efforts?** : MSC is an agency that focuses on equity, and recognizes the intersectionality between poverty, systemic racism, and disparities between rates of arrests for Black, Hispanic and Pacific Islander individuals in South King County as compared to other demographic groups. To be continuously committed to addressing community needs in a responsive manner, MSC conducts community needs assessments every three years to identify needs and concerns within the community. In the 2022 survey, housing affordability, homelessness, and a lack of available housing options were the top three concerns. The assessment also identified rising inflation, substance abuse issues, lack of behavioral health and chemical dependency treatment and gentrification as issues within MSC's service area. These results have

helped MSC concentrate its efforts in areas that most benefit the community. Our commitment to inclusivity is reflected in our multilingual staff, proficient in languages such as Spanish, Ukrainian, Korean, Vietnamese, Samoan, Russian, Dari, American Sign Language, Urdu and Arabic. MSC prioritizes linguistic accessibility, leveraging Universal Language Services for interpretation when necessary, to ensure equitable access to our services. MSC also partners with small, grassroots organizations in various cities for referrals. We understand that some of these groups do not have sufficient infrastructure to manage federal, state or city funds, so it is important for us to build a meaningful partnership with these organizations. Some of our current and former partners include Afghan Health Initiative, Living Well Kent, UTOPIA, Para Los Ninos, Federal Way Black Collective and Native Educators in the different school districts. MSC remains accountable to the communities it serves through feedback and data. Programs at MSC conduct client surveys at least annually to gather input for program improvement. MSC also provides client surveys in its lobbies and online continually. These client surveys are reviewed monthly to respond to immediate needs and to help improve the agency. MSC's commitment to serving marginalized communities is underscored by our data-driven approach, evidenced by our ability to serve unhoused community members who are disproportionately impacted by various oppressive systems such as the homeless system and criminal justice system. We integrate anti-oppression principles into our service delivery model, employing staff who are trusted messengers or have lived experience navigating complex systems. MSC is committed to fostering equity and inclusivity in all our services. We have a strong commitment to addressing the disparities in access to education, employment services, housing and nutritious food for low-income families, unhoused families, youth, adults and seniors, particularly for racial and ethnic minorities, individuals with disabilities and LGBTQ youth and adults. We strive to create positive impacts and foster a more inclusive society.

Outcome measures should reflect how the unique services you provide improve the lives of your clients. As you prepare your outcomes, start thinking about what impacts of your services you are most proud of.

Outcomes should measure the percentage of people you serve who experience a desired improvement. This should be based on data, not anecdotal evidence or guesses. Outcomes measure the quality of your programs and services, not the quantity of services delivered.

[Questions? Watch this 5-minute video tutorial and/or contact city staff.](<https://bit.ly/3OGDZ8F>)

Outcome Measure 1:

**The desired result of engaging with your program or service is :** MSC measures success for EARNs through clients' ability to maintain housing after receiving assistance.

**The percentage of clients who will achieve this result is :** 0.75

**How we collect the outcome data (e.g., annual satisfaction survey, 3-month phone follow-up):** This outcome is measured through client records that are collected through MSC contacting households six months after services have been received to do a follow up assessment with them. If staff are not able to contact clients who received rental assistance, MSC staff will contact the landlord to determine if the client still resides at the property and if the landlord has forwarding information if they have moved.

**Only one measure of program success (i.e., Outcome) is required. Do you have a second outcome? :** No

## Program Accessibility

**What percentage of your staff identifies as Black, Indigenous, and/or Person of Color (BIPOC)? :** 0.47

**All program facilities are accessible to individuals with disabilities according to the ADA Accessibility Guidelines. :** Yes

**This program provides services in office location(s) in these cities. :**

Federal Way

Kent

**This program is accessible in terms of transportation. :**

Close public transportation

Program staff travels to clients

Services provided by phone or online

**This program strives to accommodate client schedules. :**

On Demand and/or Same Day

**The program is accessible in terms of language (offering translation and interpretation services). In what ways is your program accessible in terms of languages? :**

Translated materials

Program and/or agency staff speaks languages other than English

Interpretation on demand

Language Line

## Additional Information

Several cities anticipate making Community Development Block Grant (CDBG) funds available. CDBG funds are federal monies that require additional recordkeeping, financial tracking, and reporting processes. Please check the City Specific Information Sheets to contact cities if you have questions.

**Is your agency willing and able to accept CDBG funds? : Yes**

**Any other information that you would like to share that would help in making a funding decision? :** There are continuing housing issues that lead many unable to afford rent or other household expenses including rising rent rates, rising energy rates, and lack of affordable housing. According to a U.S. Census Bureau's Household Pulse Survey, more than 100,000 renters in Washington state say they are "not at all confident" they can make rent next month. About 53,000 currently occupy their space without paying rent, and nearly 600,000 people are using short-term loans or credit debt to cover their monthly rent payments. While the Seattle area was one of the first US metropolitan areas to have poverty shift from the inner city to the suburbs, overall services have not followed suit. Lack of services have led to increasingly rising eviction rates and studies show that a majority of people who are evicted end up homeless. MSC is committed to assisting our neighbors in need and helping them thrive in their communities. MSC wants to take more action to be more intentional with our approach in engaging community members in times of need. Adopting a more holistic service which involves light touch case management services will be beneficial to customers in the long run, as we support their pathway to self-sufficiency.

## Additional Required Documents

To access training materials and required template for upload, please go to

[www.share1app.org/application](http://www.share1app.org/application).

**Program and Budget Detail Attachment :** MultiServiceCenterEARNSDetail.xlsx

**Supplemental Question (only if applying to Burien) :** Burien extra question.docx

## Certification Statement and Submission

**I have reviewed, understand, and am prepared to comply with city-specific minimum requirements should this program receive funding. : Yes**

I have the authority and hereby certify that the information contained in this application and the accompanying documents are true, that all financial documents have been reviewed for accuracy, and that the application is made with the knowledge and proper authorization of the organization. The application, if funded, may be included in a contracting process. As this application is made to one or more government entities, I understand this is a government document that is subject to applicable laws regarding disclosure. In typing my name below, I hereby agree with this certification statement. I understand that this is the same as my printed signature at this time.

**Authorized Signer** : Kirsten York

**Record Label** :

**Category** : Homelessness & Housing

**Subcategory** : financial assistance

*Created by* : *integrations+38430@zenginehq.com*

*Record ID #* : 63179309

*Last change* : 2024-04-05T20:21:29+0000

| REVENUES                 | 2023             | 2025             | Difference % |
|--------------------------|------------------|------------------|--------------|
|                          | Awarded          | Requested        |              |
| Auburn                   | \$36,000         | \$40,000         | 11%          |
| Bellevue                 |                  |                  |              |
| Burien                   | \$17,950         | \$20,000         | 11%          |
| Covington                |                  |                  |              |
| Des Moines               |                  |                  |              |
| Federal Way              | \$20,000         | \$22,200         | 11%          |
| Issaquah                 |                  |                  |              |
| Kenmore                  |                  |                  |              |
| Kent                     | \$108,000        | \$110,000        | 2%           |
| Kirkland                 |                  |                  |              |
| Redmond                  |                  |                  |              |
| Renton                   | \$14,000         | \$15,500         | 11%          |
| Sammamish                |                  |                  |              |
| SeaTac                   | \$26,000         | \$28,500         | 10%          |
| Shoreline                |                  |                  |              |
| Tukwila                  | \$47,000         | \$52,250         | 11%          |
| <b>Subtotal</b>          | <b>\$268,950</b> | <b>\$288,450</b> | <b>7%</b>    |
| County government funds  |                  |                  |              |
| State/federal government | \$8,923          | \$30,000         | 236%         |
| Foundations              | \$0              | \$15,000         |              |
| Corporations             |                  |                  |              |
| Private funds            | \$79,423         | \$50,920         | -36%         |
| Fundraising              |                  |                  |              |
| In-Kind*                 |                  |                  |              |
| Other*                   | \$45,959         | \$35,000         | -24%         |
| <b>Subtotal</b>          | <b>\$134,305</b> | <b>\$130,920</b> | <b>-3%</b>   |
| <b>TOTAL</b>             | <b>\$403,255</b> | <b>\$419,370</b> | <b>4%</b>    |

\*In-kind or other revenue explanation (if applicable)

Other: Release from internally restricted funding

| EXPENSES                                   | 2023             | 2025             | Cities' Share    |
|--|------------------|------------------|------------------|
|  | Actual           | Projected        |                  |
| Salaries/Wages                             | \$91,033         | \$97,414         | \$57,000         |
| Benefits                                   | \$29,866         | \$28,516         | \$10,000         |
| Admin/Indirect                             | \$46,048         | \$47,000         | \$5,000          |
| Depreciation                               |                  |                  |                  |
| Direct Aid to Clients                      | \$215,213        | \$225,000        | \$200,000        |
| Equipment/Supplies/Office                  | \$8,011          | \$9,500          | \$7,000          |
| Insurance                                  |                  |                  |                  |
| Postage/Shipping                           |                  |                  |                  |
| Printing/Advertising                       | \$604            | \$650            | \$650            |
| Professional Services/Dues/Fees            | \$621            | \$750            | \$700            |
| Rent and Utilities                         | \$11,289         | \$9,940          | \$8,000          |
| Repair/Maintenance                         |                  |                  |                  |
| Telecommunications                         |                  |                  |                  |
| Travel and Training                        | \$530            | \$550            | \$100            |
| In-Kind*                                   |                  |                  |                  |
| Other*                                     | \$40             | \$50             |                  |
| <b>Total</b>                               | <b>\$403,255</b> | <b>\$419,370</b> | <b>\$288,450</b> |
| 2023 to 2025 Budget Difference (%)         |                  | 4%               |                  |
| Total # of paid FTEs:                      |                  | 1.2              |                  |
| Total # of unpaid FTEs (if volunteer-run): |                  |                  |                  |

Surplus/deficit 2025 explanation

|                   | Service Unit 1  |                |                  | Service Unit 2  |                |                  | Service Unit 3  |                |                  |
|-------------------|---|----------------|------------------|---|----------------|------------------|-----------------|----------------|------------------|
| Name              | Financial Aid   |                |                  | Financial Aid   |                |                  | Case Management |                |                  |
| Measurement       | Voucher   |                |                  | Voucher   |                |                  | Contact         |                |                  |
| Brief Description | Emergency assistance which includes rent, utility, motel, transportation, move-in assistance, etc |                |                  | Emergency assistance which could include utilities, motel, transportation, etc. |                |                  |                 |                |                  |
|                   | 2023 Actual   | 2025 Projected | 2025 City Funded | 2023 Actual   | 2025 Projected | 2025 City Funded | 2023 Actual     | 2025 Projected | 2023 Cit5 Funded |
| Auburn            | 32  | 35             | 33               | 4   | 0              | 0                | 22              | 25             | 23               |
| Bellevue          |   |                |                  |   |                |                  |                 |                |                  |
| Burien            | 20  | 23             | 21               | 3   | 0              | 0                | 46              | 49             | 47               |
| Covington         |   |                |                  |   |                |                  |                 |                |                  |
| Des Moines        |   |                |                  |   |                |                  |                 |                |                  |
| Federal Way       | 17  | 20             | 18               | 3   | 0              | 0                | 40              | 43             | 41               |
| Issaquah          |   |                |                  |   |                |                  |                 |                |                  |
| Kenmore           |   |                |                  |   |                |                  |                 |                |                  |
| Kent              | 72  | 75             | 73               | 7   | 0              | 0                | 158             | 161            | 159              |
| Kirkland          |   |                |                  |   |                |                  |                 |                |                  |
| Mercer Island     |   |                | N/A              |   |                | N/A              |                 |                | N/A              |
| Redmond           |   |                |                  |   |                |                  |                 |                |                  |
| Renton            | 17  | 20             | 18               | 3   | 0              | 0                | 40              | 43             | 41               |
| Sammamish         |   |                |                  |   |                |                  |                 |                |                  |
| SeaTac            | 18  | 21             | 19               | 2   | 0              | 0                | 40              | 43             | 41               |
| Shoreline         |   |                |                  |   |                |                  |                 |                |                  |
| Tukwila           | 22  | 25             | 23               | 9   | 0              | 0                | 62              | 65             | 63               |
| Seattle           |   |                | N/A              |   |                | N/A              |                 |                | N/A              |
| Other KC          |   |                | N/A              |   |                | N/A              |                 |                | N/A              |
| Outside KC        |   |                | N/A              |   |                | N/A              |                 |                | N/A              |
| Unknown           |   |                | N/A              |   |                | N/A              |                 |                | N/A              |
| <b>TOTAL</b>      | <b>198</b>  | <b>219</b>     | <b>205</b>       | <b>31</b>   | <b>0</b>       | <b>0</b>         | <b>408</b>      | <b>429</b>     | <b>415</b>       |

If 2025 projected services are significantly different than those actually provided in 2023, or if your cost per service unit varies between cities, please explain.

Cost per service unit has slightly increased due to MSC investing in improving staff wages. We also want to remind our city partners that only 1 staff member at MSC provides services under this project so it is important to maintain service units that are not drastically different from our actuals.

|               | Residents   |                |                  |
|---------------|-------------|----------------|------------------|
|               | 2023 Actual | 2025 Projected | 2025 City Funded |
| Auburn        | 93          | 95             | 94               |
| Bellevue      |             |                |                  |
| Burien        | 62          | 64             | 63               |
| Covington     |             |                |                  |
| Des Moines    |             |                |                  |
| Federal Way   | 59          | 61             | 60               |
| Issaquah      |             |                |                  |
| Kenmore       |             |                |                  |
| Kent          | 226         | 228            | 227              |
| Kirkland      |             |                |                  |
| Mercer Island |             |                | N/A              |
| Redmond       |             |                |                  |
| Renton        | 52          | 54             | 53               |
| Sammamish     |             |                |                  |
| SeaTac        | 42          | 44             | 43               |
| Shoreline     |             |                |                  |
| Tukwila       | 74          | 76             | 75               |
| Seattle       |             |                | N/A              |
| Other KC      |             |                | N/A              |
| Outside KC    |             |                | N/A              |
| Unknown       |             |                | N/A              |
| <b>TOTAL</b>  | <b>608</b>  | <b>622</b>     | <b>615</b>       |

# Multi-Service Center

**Linked Applicant :** annea@mschelps.org

## Agency Information

Please review agency profile and make sure all information is current.

**Agency Name :** Multi-Service Center

**EIN # :** 237120815

**DUNS # :** 147651673

CEO/Executive Director

**Name :** Kirsten York

**Email :** kirsten.york@mschelps.org

**Phone :** 2538386810

**Agency Main Office Address :** 1200 336th St

**City :** Federal Way

**State :** US-WA

**Zip :** 98003

**Please describe the services provided by the agency. :** In 1971, MSC was formed out of a grassroots effort of local individuals who were concerned about the lack of services in South King County for low-income community members. MSC started by serving a few hundred people each year and has grown to provide a variety of services to help families and individuals meet their basic needs, increase their stability, and reach their economic goals. Our current assistance includes: 1. Housing a. Interim housing for families (Shelter) as well as single adults in recovery (Transitional Housing) b. Permanent supportive housing for homeless veteran households c. Homelessness prevention (including rent and emergency assistance) d. Low-income permanent family and senior housing 2. Employment and Education a. Resources and referrals for adults with multiple barriers to employment b. Services to help youth and young adults engage in positive social development activities, earn a high school credential, continue past GED/high school and/or gain the job skills/education needed for a career. 3. Federal Way Food Bank 4. Community Navigation to help remove barriers and access resources, including additional navigation programs specifically for refugees and immigrants. MSC also serves as the King County Coordinated Entry Southernmost Regional Access Point for equitable access to housing resource connections. 4. Energy Assistance for low-income South King County residents 5. Long Term Care Ombudsman Program for the State of Washington

**2023 Actual Budget :** \$21,420,715

**2025 Estimated Budget :** \$22,792,440

**What percentage of your agency leadership identifies as Black, Indigenous, and/or Person of Color (BIPOC)? :**  
0.60

**What percentage of your board identifies as Black, Indigenous, and/or Person of Color (BIPOC)? :** 0.46

## Document Uploads

**Most recent audit or financial review :** FY22 MSC Audited Financials.pdf



**If there were any significant deficiencies or findings, upload management's corrective action plan. : FY22 MSC Letter regarding Audited Financials.pdf**

**Most recent agency budget to actuals or financial statement. : MSC FY23 P&L.pdf**

**List of current board of directors : MSC Board of Directors 02.01.2024.pdf**

**Non-discrimination policy : Multi-Service Center - Non-Discrimination Policy.pdf**

**IRS tax determination letter : MSC 501c3 IRS Determination Letter.pdf**

## **Insurance Information**

**We certify that if our agency is awarded funds, we are able to meet city-specific insurance requirements. : Yes**

**Certificates of Insurance (Current Awardees only) : MSC 2024 Insurance Certs.pdf**

**Expiration Date of Certificates of Insurance : 2025-03-01**

*Created by : integrations+23320@zenginehq.com*

*Record ID # : 5410414*

*Last change : 2024-03-28T19:55:02+0000*

# Multi-Service Center - Shelter Supportive Housing

**Linked Agency Profile :** Multi-Service Center

**Program Name :** Shelter Supportive Housing

## Grant Request and Brief Budget Overview

Detailed budget information will be required to be completed and uploaded in the Program and Budget Upload.

**Check all the cities to which you are applying. :**

Auburn

Burien

Federal Way

Kent

SeaTac

Tukwila

**Auburn 2023 Awarded Amount :** \$13,000

**Auburn 2025 Requested Amount :** \$15,000

**Burien 2023 Awarded Amount :** \$5,500

**Burien 2025 Requested Amount :** \$6,300

**Federal Way 2023 Awarded Amount :** \$10,000

**Federal Way 2025 Requested Amount :** \$11,500

**Kent 2023 Awarded Amount :** \$50,000

**Kent 2025 Requested Amount :** \$50,000

**SeaTac 2023 Awarded Amount :** \$6,000

**SeaTac 2025 Requested Amount :** \$6,900

**Tukwila 2023 Awarded Amount :** \$4,750

**Tukwila 2025 Requested Amount :** \$5,450

**(\$)Total Requests to All Cities :** 95150

**2023 Total Program Budget (Actual) :** \$424,606

**2025 Total Program Budget (Projected) :** \$480,751

**If there is a significant increase (more than 10%) in the 2025 proposed budget, please check all that apply. :**

Increased cost to deliver services

## Program Information

**Describe your program in a brief phrase or one short sentence (e.g., emergency shelter for men, domestic violence support for Asian survivors, mental health services for children and youth). :** MSC's Shelter and Supportive Housing program provides safe shelter and comprehensive case management services to single adults and

families looking to move on to permanent housing and thrive in their communities.

## Program Contact

**Name :** Maju Qureshi

**Email :** Maju.Qureshi@mschelps.org

**Phone :** (253) 838-6810 Ext 111

## Program Description

**What specific, emerging, and/or unique issue is the community you serve facing?** : A significant rise in the number of families accessing homeless services in King County underscores the severity of the problem. From January 2022 to July 2023, there was a notable increase from 9,329 to 10,817 families seeking assistance, reflecting a critical need for comprehensive solutions. Demographic data reveals stark disparities, with Black households comprising 29% of those accessing homeless services despite constituting only 7.4% of the county's population. Similarly, American Indian/Alaskan Native households, representing just 1% of the population, account for 5% of those experiencing homelessness. The challenges extend beyond mere statistics in tangible hardships for vulnerable individuals and families. South King County, encompassing cities such as Auburn, Burien, Federal Way, Kent, Renton, SeaTac, and Tukwila, has witnessed a surge in unsheltered individuals, comprising 21% of the total unsheltered population according to recent counts. Moreover, the King County Department of Community and Human Services reports a 66% increase in individuals experiencing chronic homelessness, highlighting the urgent need for targeted interventions. The underlying causes of homelessness are complex and multifaceted, ranging from economic instability to systemic inequities. Factors such as medical crises, domestic violence, and challenges surrounding employment and housing affordability contribute to the situation faced by many individuals and families. In South King County, where rental rates closely mirror those in Seattle, lower-income families are particularly vulnerable, lacking the financial cushion to withstand personal or public economic downturns. Multi-Service Center (MSC) is deeply committed to addressing these disparities and fostering equity and inclusivity in all our services. Our Family Emergency Shelter plays a vital role in providing temporary refuge to large families in crisis, preventing an additional 95 individuals, including children, from experiencing homelessness in South King County. Furthermore, MSC's Supportive Housing program recognizes the chronic barriers to housing faced by many individuals, necessitating longer-term support to ensure future housing security. By leveraging partnerships and programs, we aim to enhance access to opportunities and deliver robust programming at our shelter sites, empowering individuals and families on their journey toward stability and self-sufficiency. In conclusion, the escalating homelessness crisis in King County demands urgent and concerted action. By addressing systemic inequities, expanding access to housing-related solutions, and providing comprehensive support services, MSC remains committed to our focus on equity.

**Describe your proposed program. Include details on the services provided, how and who will deliver these services.** : MSC provides comprehensive case management using a strength-based, participant led model to assist individuals and families in overcoming barriers to stable housing and achieving self-sufficiency. MSC's housing programs place a strong emphasis on identifying and meeting each participant's unique needs. Research indicates that a combination of education, emergency assistance, crisis prevention, and supportive services are a powerful strategy for preventing further homelessness. MSC has many in-house programs that participants can access, and for services MSC does not provide, referrals are given to local human services providers. Services are prioritized based on severity of participant need. MSC's Shelter is located in Kent's Midway area and consists of 15 single-family homes within a 30-home complex owned by the King County Housing Authority. Each family lives in their own unit and participates in MSC services, with referrals to outside services as needed. Families access the shelter through the Mary's Place access line or through community referrals that come through various school districts' McKinney Vento liaisons and city staff. MSC's Supportive Housing has 19 housing units for single women in recovery located in downtown Kent. While residents can stay permanently, the goal is to help them access the tools and resources needed to move to other non-dormitory style housing or reunite with their families. Services are typically provided in communal areas for Supportive Housing, the community center, or in individual housing units at the shelter. Services are provided at times that meet the needs of

residents, with evening and weekend assistance available if necessary. MSC's shelter staff dedicates 94% of her time to assisting families at the shelter, with 6% of their time working with specific set-aside units at our Villa Capri location. Through a partnership with KCHA, MSC reserves 8 units at Villa Capri dedicated to serving families experiencing homelessness or fleeing domestic violence. This allows our staff member to make referrals to Villa Capri from the shelter. MSC's Resident Services Coordinator is a dedicated staff member working solely with the residents of the single women's supportive housing program and provides individualized support to help them maintain their recovery goals, including budgeting, life skills, interpersonal skills, etc. MSC's shelter and supportive housing programs offer a holistic approach to addressing homelessness, emphasizing participant empowerment, personalized support, and collaborative partnerships to facilitate stable housing and long-term self-sufficiency for individuals and families in need.

**Who will be served by this program?** : MSC's Shelter serves unhoused families with typically at least one minor child, whose incomes fall at or below 30% of median income. The barriers faced by the families include chronic homelessness, eviction history, criminal background, and lack of affordable housing in the region. MSC has one of the only 5-bedroom family shelter units in King County, which means that we are in a unique position to serve larger families. Families with differently-abled individuals are also a priority. While MSC prioritizes families from funding cities when possible, we also maximize our capacity requirements set by King County, which may necessitate admitting families from other cities/jurisdictions. MSC's Supportive Housing serves chronically homeless, low-income women in recovery. These women, typically around the age of 58, have often been living with limited income for many years and are frequently disconnected from family and friends. From our 2023 data, 93% of Shelter and Supportive Housing residents identify as persons of color and/or Latinx, with 67% of households at or under the age of 21. Between 2022-2023, 10 families exited MSC's Family Shelter, with all transitioning to permanent housing.

**How do clients hear about the services or the work that you provide?** : MSC uses various strategies to inform community members about the services we provide. MSC creates multilingual marketing materials such as brochures and flyers and has up to date information on the organization website, ensuring accessibility for as many as possible. We actively participate in the Family Emergency Shelter Access (FESA) weekly meetings to discuss families who are attempting to obtain shelter placement in real time and can accept referrals from FESA if we have vacant units. For individuals with language access needs, multiple MSC staff and Universal Language Services can assist with interpretation services. MSC also shares program information with community partners, other local providers, 211, and local coalition groups. MSC staff also participate in various community outreach events to enhance program visibility, is well connected to local school districts, and engages with McKinney Vento liaisons for community referrals. MSC staff have participated in HMIS and Coordinated Entry for All systems performance boards led by King County and have used this opportunity to bring suggestions to ensure that unhoused BIPOC community members have equitable access to housing resources.

## Program Impact

**How is your organization working to address disparities based on race, gender, income, and other factors within your organization and in the services you provide? What changes or impacts have you seen as a result of your efforts?** : MSC is an agency that focuses on equity, and recognizes the intersectionality between poverty, systemic racism, and disparities between rates of arrests for Black, Hispanic and Pacific Islander individuals in South King County as compared to other demographic groups. To be continuously committed to addressing community needs in a responsive manner, MSC conducts community needs assessments every three years to identify needs and concerns within the community. In the 2022 survey, housing affordability, homelessness, and a lack of available housing options were the top three concerns. The assessment also identified rising inflation, substance abuse issues, lack of behavioral health and chemical dependency treatment and gentrification as issues within MSC's service area. These results have helped MSC concentrate its efforts in areas that most benefit the community. Our commitment to inclusivity is reflected in our multilingual staff, proficient in languages such as Spanish, Ukrainian, Korean, Vietnamese, Samoan, Russian, Dari, American Sign Language, Urdu and Arabic. MSC prioritizes linguistic accessibility, leveraging Universal Language Services for interpretation when necessary, to ensure equitable access to our services. MSC also partners with small, grassroots organizations in various cities for referrals. We understand that some of these groups do not have sufficient infrastructure to manage federal, state or city funds, so it is important for us to build a meaningful partnership with these

organizations. Some of our current and former partners include Afghan Health Initiative, Living Well Kent, UTOPIA, Para Los Ninos, Federal Way Black Collective and Native Educators in the different school districts. In July 2021, MSC's Family Shelter was chosen to recruit participants for King County's Jobs and Housing program, showcasing MSC's effective collaboration. MSC's Housing Advocate played a pivotal role in ensuring the success of participants throughout the employment season. Additionally, MSC partnered with Muslim Housing Services to provide rapid re-housing programs for shelter families, demonstrating a synergistic approach benefiting shelter occupants and staff alike. This collaborative strategy reflects MSC's commitment to holistic, community-centered solutions. MSC is committed to fostering equity and inclusivity in all our services. We have a strong commitment to addressing the disparities in access to education, employment services, housing and nutritious food for low-income families, unhoused families, youth, adults and seniors, particularly for racial and ethnic minorities, individuals with disabilities and LGBTQ youth and adults. MSC's hiring practices and policies reflect a commitment to hiring culturally responsive staff who reflect the population and communities we serve. Through collaborative efforts and an unwavering commitment to equity, we strive to create positive impacts and foster a more just and inclusive society.

Outcome measures should reflect how the unique services you provide improve the lives of your clients. As you prepare your outcomes, start thinking about what impacts of your services you are most proud of.

Outcomes should measure the percentage of people you serve who experience a desired improvement. This should be based on data, not anecdotal evidence or guesses. Outcomes measure the quality of your programs and services, not the quantity of services delivered.

[Questions? Watch this 5-minute video tutorial and/or contact city staff.](<https://bit.ly/3OGDZ8F>)

Outcome Measure 1:

**The desired result of engaging with your program or service is:** : MSC measures success for Shelter and Supportive Housing through clients' ability to exit to maintain housing and/or obtain permanent housing.

**The percentage of clients who will achieve this result is:** : 0.75

**How we collect the outcome data (e.g., annual satisfaction survey, 3-month phone follow-up):** : This outcome is measured through client records including enrollment and exit data which are maintained in HMIS and MSC's CAP60 databases.

**Only one measure of program success (i.e., Outcome) is required. Do you have a second outcome?** : Yes

Outcome Measure 2:

**The desired result of engaging with your program or service is:** : Because MSC is working with residents for longer stays, a second outcome measures each participant's progress toward their self-identified goals.

**The percentage of clients who will achieve this result is:** : 0.80

**How we collect the outcome data (e.g., annual satisfaction survey, 3-month phone follow-up):** : This outcome is measured through service goals entered in MSC's CAP60 database.

## Program Accessibility

**What percentage of your staff identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 0.47

**All program facilities are accessible to individuals with disabilities according to the ADA Accessibility Guidelines.** : Yes

**This program provides services in office location(s) in these cities.** :

Federal Way

Kent

**This program is accessible in terms of transportation.** :

Close public transportation

Provide transportation vouchers

Services provided by phone or online

**This program strives to accommodate client schedules. :**

Evenings

On Demand and/or Same Day

Other

**If this program has other or no schedule accommodations, please explain. : Weekends**

**The program is accessible in terms of language (offering translation and interpretation services). In what ways is your program accessible in terms of languages? :**

Translated materials

Program and/or agency staff speaks languages other than English

Interpretation on demand

Language Line

## Additional Information

Several cities anticipate making Community Development Block Grant (CDBG) funds available. CDBG funds are federal monies that require additional recordkeeping, financial tracking, and reporting processes. Please check the City Specific Information Sheets to contact cities if you have questions.

**Is your agency willing and able to accept CDBG funds? : Yes**

**Any other information that you would like to share that would help in making a funding decision? :** Shelter units that can accommodate large families (up to 9 household members) are a very limited resource in South King County. MSC works with the Family Emergency Shelter Network to fill vacancies with families from funding cities. City funding is essential, but not sufficient, for MSC to pay for the full extent of this program’s expenses. City funding for MSC’s Family Shelter is crucial to collectively respond to the need for shelter and helps address the “bigger picture” of homeless shelter supports for residents throughout South King County.

## Additional Required Documents

To access training materials and required template for upload, please go to

[www.share1app.org/application](http://www.share1app.org/application).

**Program and Budget Detail Attachment :** MultiServiceCenterEARNSDetail.xlsx

**Supplemental Question (only if applying to Burien) :** Burien extra question.docx

## Certification Statement and Submission

**I have reviewed, understand, and am prepared to comply with city-specific minimum requirements should this program receive funding. : Yes**

I have the authority and hereby certify that the information contained in this application and the accompanying documents are true, that all financial documents have been reviewed for accuracy, and that the application is made with the knowledge and proper authorization of the organization. The application, if funded, may be included in a contracting

process. As this application is made to one or more government entities, I understand this is a government document that is subject to applicable laws regarding disclosure. In typing my name below, I hereby agree with this certification statement. I understand that this is the same as my printed signature at this time.

**Authorized Signer** : Kirsten York

**Record Label** :

**Category** : Homelessness & Housing

**Subcategory** : housing

*Created by* : *integrations+38430@zenginehq.com*

*Record ID #* : 63179360

*Last change* : 2024-04-05T20:10:21+0000



| REVENUES                 | 2023             | 2025             | Difference % |
|--------------------------|------------------|------------------|--------------|
|                          | Awarded          | Requested        |              |
| Auburn                   | \$36,000         | \$40,000         | 11%          |
| Bellevue                 |                  |                  |              |
| Burien                   | \$17,950         | \$20,000         | 11%          |
| Covington                |                  |                  |              |
| Des Moines               |                  |                  |              |
| Federal Way              | \$20,000         | \$22,200         | 11%          |
| Issaquah                 |                  |                  |              |
| Kenmore                  |                  |                  |              |
| Kent                     | \$108,000        | \$110,000        | 2%           |
| Kirkland                 |                  |                  |              |
| Redmond                  |                  |                  |              |
| Renton                   | \$14,000         | \$15,500         | 11%          |
| Sammamish                |                  |                  |              |
| SeaTac                   | \$26,000         | \$28,500         | 10%          |
| Shoreline                |                  |                  |              |
| Tukwila                  | \$47,000         | \$52,250         | 11%          |
| <b>Subtotal</b>          | <b>\$268,950</b> | <b>\$288,450</b> | <b>7%</b>    |
| County government funds  |                  |                  |              |
| State/federal government | \$8,923          | \$30,000         | 236%         |
| Foundations              | \$0              | \$15,000         |              |
| Corporations             |                  |                  |              |
| Private funds            | \$79,423         | \$50,920         | -36%         |
| Fundraising              |                  |                  |              |
| In-Kind*                 |                  |                  |              |
| Other*                   | \$45,959         | \$35,000         | -24%         |
| <b>Subtotal</b>          | <b>\$134,305</b> | <b>\$130,920</b> | <b>-3%</b>   |
| <b>TOTAL</b>             | <b>\$403,255</b> | <b>\$419,370</b> | <b>4%</b>    |

\*In-kind or other revenue explanation (if applicable)

Other: Release from internally restricted funding

| EXPENSES                        | 2023             | 2025             | Cities' Share    |
|---------------------------------|------------------|------------------|------------------|
|                                 | Actual           | Projected        |                  |
| Salaries/Wages                  | \$91,033         | \$97,414         | \$57,000         |
| Benefits                        | \$29,866         | \$28,516         | \$10,000         |
| Admin/Indirect                  | \$46,048         | \$47,000         | \$5,000          |
| Depreciation                    |                  |                  |                  |
| Direct Aid to Clients           | \$215,213        | \$225,000        | \$200,000        |
| Equipment/Supplies/Office       | \$8,011          | \$9,500          | \$7,000          |
| Insurance                       |                  |                  |                  |
| Postage/Shipping                |                  |                  |                  |
| Printing/Advertising            | \$604            | \$650            | \$650            |
| Professional Services/Dues/Fees | \$621            | \$750            | \$700            |
| Rent and Utilities              | \$11,289         | \$9,940          | \$8,000          |
| Repair/Maintenance              |                  |                  |                  |
| Telecommunications              |                  |                  |                  |
| Travel and Training             | \$530            | \$550            | \$100            |
| In-Kind*                        |                  |                  |                  |
| Other*                          | \$40             | \$50             |                  |
| <b>Total</b>                    | <b>\$403,255</b> | <b>\$419,370</b> | <b>\$288,450</b> |

2023 to 2025 Budget Difference (%)

4%

Total # of paid FTEs:

1.2

Total # of unpaid FTEs (if volunteer-run):

Surplus/deficit 2025 explanation



|                   | Service Unit 1  |                |                  | Service Unit 2  |                |                  | Service Unit 3  |                |                  |
|-------------------|---|----------------|------------------|---|----------------|------------------|-----------------|----------------|------------------|
| Name              | Financial Aid   |                |                  | Financial Aid   |                |                  | Case Management |                |                  |
| Measurement       | Voucher   |                |                  | Voucher   |                |                  | Contact         |                |                  |
| Brief Description | Emergency assistance which includes rent, utility, motel, transportation, move-in assistance, etc |                |                  | Emergency assistance which could include utilities, motel, transportation, etc. |                |                  |                 |                |                  |
|                   | 2023 Actual   | 2025 Projected | 2025 City Funded | 2023 Actual   | 2025 Projected | 2025 City Funded | 2023 Actual     | 2025 Projected | 2023 Cit5 Funded |
| Auburn            | 32  | 35             | 33               | 4   | 0              | 0                | 22              | 25             | 23               |
| Bellevue          |   |                |                  |   |                |                  |                 |                |                  |
| Burien            | 20  | 23             | 21               | 3   | 0              | 0                | 46              | 49             | 47               |
| Covington         |   |                |                  |   |                |                  |                 |                |                  |
| Des Moines        |   |                |                  |   |                |                  |                 |                |                  |
| Federal Way       | 17  | 20             | 18               | 3   | 0              | 0                | 40              | 43             | 41               |
| Issaquah          |   |                |                  |   |                |                  |                 |                |                  |
| Kenmore           |   |                |                  |   |                |                  |                 |                |                  |
| Kent              | 72  | 75             | 73               | 7   | 0              | 0                | 158             | 161            | 159              |
| Kirkland          |   |                |                  |   |                |                  |                 |                |                  |
| Mercer Island     |   |                | N/A              |   |                | N/A              |                 |                | N/A              |
| Redmond           |   |                |                  |   |                |                  |                 |                |                  |
| Renton            | 17  | 20             | 18               | 3   | 0              | 0                | 40              | 43             | 41               |
| Sammamish         |   |                |                  |   |                |                  |                 |                |                  |
| SeaTac            | 18  | 21             | 19               | 2   | 0              | 0                | 40              | 43             | 41               |
| Shoreline         |   |                |                  |   |                |                  |                 |                |                  |
| Tukwila           | 22  | 25             | 23               | 9   | 0              | 0                | 62              | 65             | 63               |
| Seattle           |   |                | N/A              |   |                | N/A              |                 |                | N/A              |
| Other KC          |   |                | N/A              |   |                | N/A              |                 |                | N/A              |
| Outside KC        |   |                | N/A              |   |                | N/A              |                 |                | N/A              |
| Unknown           |   |                | N/A              |   |                | N/A              |                 |                | N/A              |
| <b>TOTAL</b>      | <b>198</b>  | <b>219</b>     | <b>205</b>       | <b>31</b>   | <b>0</b>       | <b>0</b>         | <b>408</b>      | <b>429</b>     | <b>415</b>       |

If 2025 projected services are significantly different than those actually provided in 2023, or if your cost per service unit varies between cities, please explain.

Cost per service unit has slightly increased due to MSC investing in improving staff wages. We also want to remind our city partners that only 1 staff member at MSC provides services under this project so it is important to maintain service units that are not drastically different from our actuals.

|               | Residents   |                |                  |
|---------------|-------------|----------------|------------------|
|               | 2023 Actual | 2025 Projected | 2025 City Funded |
| Auburn        | 93          | 95             | 94               |
| Bellevue      |             |                |                  |
| Burien        | 62          | 64             | 63               |
| Covington     |             |                |                  |
| Des Moines    |             |                |                  |
| Federal Way   | 59          | 61             | 60               |
| Issaquah      |             |                |                  |
| Kenmore       |             |                |                  |
| Kent          | 226         | 228            | 227              |
| Kirkland      |             |                |                  |
| Mercer Island |             |                | N/A              |
| Redmond       |             |                |                  |
| Renton        | 52          | 54             | 53               |
| Sammamish     |             |                |                  |
| SeaTac        | 42          | 44             | 43               |
| Shoreline     |             |                |                  |
| Tukwila       | 74          | 76             | 75               |
| Seattle       |             |                | N/A              |
| Other KC      |             |                | N/A              |
| Outside KC    |             |                | N/A              |
| Unknown       |             |                | N/A              |
| <b>TOTAL</b>  | <b>608</b>  | <b>622</b>     | <b>615</b>       |

# Multi-Service Center

Linked Applicant : annea@mschelps.org

## Agency Information

Please review agency profile and make sure all information is current.

**Agency Name** : Multi-Service Center

**EIN #** : 237120815

**DUNS #** : 147651673

CEO/Executive Director

**Name** : Kirsten York

**Email** : kirsten.york@mschelps.org

**Phone** : 2538386810

**Agency Main Office Address** : 1200 336th St

**City** : Federal Way

**State** : US-WA

**Zip** : 98003

**Please describe the services provided by the agency.** : In 1971, MSC was formed out of a grassroots effort of local individuals who were concerned about the lack of services in South King County for low-income community members. MSC started by serving a few hundred people each year and has grown to provide a variety of services to help families and individuals meet their basic needs, increase their stability, and reach their economic goals. Our current assistance includes: 1. Housing a. Interim housing for families (Shelter) as well as single adults in recovery (Transitional Housing) b. Permanent supportive housing for homeless veteran households c. Homelessness prevention (including rent and emergency assistance) d. Low-income permanent family and senior housing 2. Employment and Education a. Resources and referrals for adults with multiple barriers to employment b. Services to help youth and young adults engage in positive social development activities, earn a high school credential, continue past GED/high school and/or gain the job skills/education needed for a career. 3. Federal Way Food Bank 4. Community Navigation to help remove barriers and access resources, including additional navigation programs specifically for refugees and immigrants. MSC also serves as the King County Coordinated Entry Southernmost Regional Access Point for equitable access to housing resource connections. 4. Energy Assistance for low-income South King County residents 5. Long Term Care Ombudsman Program for the State of Washington

**2023 Actual Budget** : \$21,420,715

**2025 Estimated Budget** : \$22,792,440

**What percentage of your agency leadership identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 0.60

**What percentage of your board identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 0.46

## Document Uploads

**Most recent audit or financial review** : FY22 MSC Audited Financials.pdf

**If there were any significant deficiencies or findings, upload management's corrective action plan. : FY22 MSC Letter regarding Audited Financials.pdf**

**Most recent agency budget to actuals or financial statement. : MSC FY23 P&L.pdf**

**List of current board of directors : MSC Board of Directors 02.01.2024.pdf**

**Non-discrimination policy : Multi-Service Center - Non-Discrimination Policy.pdf**

**IRS tax determination letter : MSC 501c3 IRS Determination Letter.pdf**

## **Insurance Information**

**We certify that if our agency is awarded funds, we are able to meet city-specific insurance requirements. : Yes**

**Certificates of Insurance (Current Awardees only) : MSC 2024 Insurance Certs.pdf**

**Expiration Date of Certificates of Insurance : 2025-03-01**

*Created by : integrations+23320@zenginehq.com*

*Record ID # : 5410414*

*Last change : 2024-03-28T19:55:02+0000*

# Multi-Service Center - Workforce Development

Linked Agency Profile : Multi-Service Center

Program Name : Workforce Development

## Grant Request and Brief Budget Overview

Detailed budget information will be required to be completed and uploaded in the Program and Budget Upload.

**Check all the cities to which you are applying. :**

SeaTac

**SeaTac 2023 Awarded Amount :** \$0

**SeaTac 2025 Requested Amount :** \$177,776

**(\$)Total Requests to All Cities :** 177776

**2023 Total Program Budget (Actual) :** \$0

**2025 Total Program Budget (Projected) :** \$177,776

**If there is a significant increase (more than 10%) in the 2025 proposed budget, please check all that apply. :**

Meeting new/increased community need

## Program Information

**Describe your program in a brief phrase or one short sentence (e.g., emergency shelter for men, domestic violence support for Asian survivors, mental health services for children and youth). :** MSC will assist low-income SeaTac residents with the support that they need to successfully enter and complete a short-term training program through a local community college in an industry with living wages.

Program Contact

**Name :** Maju Qureshi

**Email :** Maju.Qureshi@mschelps.org

**Phone :** (253) 838-6810

## Program Description

**What specific, emerging, and/or unique issue is the community you serve facing? :** Many South King County constituents struggle with making ends meet. This disparity is notable even when comparing South King County to other areas of King County. As one example, while the King County average for poverty level is 16.9%, according to the Workforce Development Council's 2020 Regional plan for Equitable Economic Recovery report, 33.7% of SeaTac and Tukwila constituents live below the 200% poverty line. Conversely, large employers with living wage employment opportunities are having a difficult time recruiting and retaining skilled employees. In fact, in a recent conversation with Boeing, a company official estimated that Boeing spends as much as \$30,000 a year trying to recruit candidates nationally and internationally due to having significant challenges finding local qualified applicants. Although SeaTac has one of the highest minimum wages in the state, many Americans, immigrants and refugees, rely on side hustles to generate more income for their day- to-day expenses. Some individuals rely on side hustles for increasing their savings, or paying off debt. According to Bankrate, the economy certainly impacts

how people approach these side hustles, with nearly 23% of respondents spending more time on their side hustles because of inflation. According to the Bureau of Labor Statistics 2022 report on foreign-born workers, median usual weekly earnings of foreign-born full-time wage and salary workers (\$945) were 86.9 percent of the earnings of their native-born counterparts (\$1,087). Among men, median weekly earnings for the foreign born (\$1,000) were 84.4 percent of the earnings of the native born (\$1,185). Median earnings for foreign-born women (\$861) were 88.3 percent of the earnings of native-born women (\$975). Differences in earnings reflect a variety of factors, including variations in the distributions of foreign-born and native-born workers by educational attainment, occupation, industry, and geographic region. According to SeaTac's 2035 comprehensive plan, economic vitality is of crucial importance to align with the direction of the City of SeaTac's vision for creating an environment that strengthens economic vitality. MSC anticipates that our workforce development program will support this vision of enhancing economic vitality amongst residents.

**Describe your proposed program. Include details on the services provided, how and who will deliver these services.** : MSC will assist low-income South King County residents with the support that they need to successfully enter and complete a short-term training program through a local community college in an industry with living wages. This will include an initial assessment and individualized plan with benchmarks for success established in partnership with the participant. MSC will commit to paying some or all of the participant's rental costs (based on need) throughout the duration of the participant's time in the program so long as benchmarks are being met. MSC's case management staff will also provide participants with other internal and external resources that they may need in order to be successful. Upon successful completion of the training program, MSC staff will work collaboratively with local community colleges to identify living wage employers in the participant's training field and connect participants with employment opportunities with these businesses. In addition to partnering with local community colleges and employers, MSC will collaborate with other non-profit organizations including local grassroots entities to ensure that marginalized and BIPOC communities are aware of and can access these services. Success will be evaluated through outcomes including the following: \*Completion of an individual assessment and plan \*Completion of agreed upon benchmarks in the plan \*Enrollment into an eligible training program \*Consistent attendance and progress at the midpoint of the program \*Successful completion of the training program \*Participant obtains living wage employment MSC has a long and proven history of providing a wide array of wraparound services to assist diverse, low-income South King County residents in successfully achieving greater financial stability. MSC has worked collaboratively for many years with local community colleges and businesses and has a great deal of experience in administration of federal, state, city and other local government contracts.

**Who will be served by this program?** : MSC will prioritize serving immigrants and refugees who are residents of SeaTac. MSC will recruit participants who are currently working low-wage jobs with little to no advancement opportunities (this includes retail, fast food, Uber/Lyft) and promote higher wage jobs through course completion at local colleges.

**How do clients hear about the services or the work that you provide?** : MSC is a well-known agency in the South King County community. Staff have experience conducting outreach in various locations throughout the city to market our programs and services. If awarded funding, MSC may consider renting office space in SeaTac so as to be in close physical proximity to potential participants. MSC has participated in SeaTac's community courts, resource fairs, and partnered with landlords to serve renters in need of assistance. MSC also maintains an up-to-date website and social media presence to inform community members about our work and services.

## Program Impact

**How is your organization working to address disparities based on race, gender, income, and other factors within your organization and in the services you provide? What changes or impacts have you seen as a result of your efforts?** : MSC is an agency that focuses on equity, and recognizes the intersectionality between poverty, systemic racism, and disparities between rates of arrests for Black, Hispanic and Pacific Islander individuals in South King County as compared to other demographic groups. To be continuously committed to

addressing community needs in a responsive manner, MSC conducts community needs assessments every three years to identify needs and concerns within the community. In the 2022 survey, housing affordability, homelessness, and a lack of available housing options were the top three concerns. The assessment also identified rising inflation, substance abuse issues, lack of behavioral health and chemical dependency treatment and gentrification as issues within MSC's service area. These results have helped MSC concentrate its efforts in areas that most benefit the community. Our commitment to inclusivity is reflected in our multilingual staff, proficient in languages such as Spanish, Ukrainian, Korean, Vietnamese, Samoan, Russian, Dari, American Sign Language, Urdu and Arabic. MSC prioritizes linguistic accessibility, leveraging Universal Language Services for interpretation when necessary, to ensure equitable access to our services. MSC remains accountable to the communities it serves through feedback and data. Programs at MSC conduct client surveys at least annually to gather input for program improvement. MSC also provides client surveys in its lobbies and online continually. These client surveys are reviewed monthly to respond to immediate needs and to help improve the agency. MSC's commitment to serving marginalized communities is underscored by our data-driven approach and has evidence showing our ability to serve unhoused community members who are disproportionately impacted by various oppressive systems, such as the homeless system and criminal justice system. We integrate anti-oppression principles into our service delivery model, employing staff who are trusted messengers or have lived experience navigating complex systems. MSC encourages staff to participate in various community groups external to the organization so that our staff are empowered to be leaders in their communities and guide policy makers or decision makers in creating equitable policies that impact our customers in a positive light. MSC is committed to fostering equity and inclusivity in all our services. We have a strong commitment to addressing the disparities in access to education, employment services, housing and nutritious food for low-income families, unhoused families, youth, adults, and seniors, particularly for racial and ethnic minorities, individuals with disabilities and LGBTQ youth and adults. Through collaborative efforts and an unwavering commitment to equity, we strive to create positive impacts and foster a more just and inclusive society.

Outcome measures should reflect how the unique services you provide improve the lives of your clients. As you prepare your outcomes, start thinking about what impacts of your services you are most proud of.

Outcomes should measure the percentage of people you serve who experience a desired improvement. This should be based on data, not anecdotal evidence or guesses. Outcomes measure the quality of your programs and services, not the quantity of services delivered.

[Questions? Watch this 5-minute video tutorial and/or contact city staff.](<https://bit.ly/3OGDZ8F>)

Outcome Measure 1:

**The desired result of engaging with your program or service is:** Participants will obtain higher-wage employment

**The percentage of clients who will achieve this result is:** 0.75

**How we collect the outcome data (e.g., annual satisfaction survey, 3-month phone follow-up):** MSC will collect outcome data through quarterly assessments, and job verification.

**Only one measure of program success (i.e., Outcome) is required. Do you have a second outcome?:** No

## Program Accessibility

**What percentage of your staff identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** 0.47

**All program facilities are accessible to individuals with disabilities according to the ADA Accessibility Guidelines.** : Yes

**This program provides services in office location(s) in these cities.** :

Federal Way

Kent

**This program is accessible in terms of transportation. :**

Close public transportation

Provide own transportation services

Provide transportation vouchers

Services provided by phone or online

**This program strives to accommodate client schedules. :**

Evenings

Early Morning

On Demand and/or Same Day

**The program is accessible in terms of language (offering translation and interpretation services). In what ways is your program accessible in terms of languages? :**

Translated materials

Program and/or agency staff speaks languages other than English

Interpretation on demand

Language Line

## **Additional Information**

**Any other information that you would like to share that would help in making a funding decision? :**

## **Additional Required Documents**

To access training materials and required template for upload, please go to

[www.share1app.org/application](http://www.share1app.org/application).

**Program and Budget Detail Attachment :** Workforce Devt 2025-26 Program and Budget.xlsx

## **Certification Statement and Submission**

**I have reviewed, understand, and am prepared to comply with city-specific minimum requirements should this program receive funding. : Yes**

I have the authority and hereby certify that the information contained in this application and the accompanying documents are true, that all financial documents have been reviewed for accuracy, and that the application is made with the knowledge and proper authorization of the organization. The application, if funded, may be included in a contracting process. As this application is made to one or more government entities, I understand this is a government document that is subject to applicable laws regarding disclosure. In typing my name below, I hereby agree with this certification statement. I understand that this is the same as my printed signature at this time.

**Authorized Signer :** Kirsten York

**Record Label :**



**Category** : Employment & Education

**Subcategory** : employment

**Created by** : *integrations+38430@zenginehq.com*

**Record ID #** : 63296243

**Last change** : 2024-04-08T21:10:18+0000

Budget

| REVENUES   | 2023 Awarded | 2025 Requested | Difference % | EXPENSES                                   | 2023 Actual | 2025 Projected | Cities' Share |
|--|--------------|----------------|--------------|--|-------------|----------------|---------------|
| Auburn   |              |                |              | Salaries/Wages                             |             | \$52,000       | \$52,000      |
| Bellevue   |              |                |              | Benefits                                   |             | \$15,080       | \$15,080      |
| Burien   |              |                |              | Admin/Indirect                             |             | \$48,000       | \$48,000      |
| Covington  |              |                |              | Depreciation                               |             |                |               |
| Des Moines   |              |                |              | Direct Aid to Clients                      |             | \$50,000       | \$50,000      |
| Federal Way  |              |                |              | Equipment/Supplies/Office                  |             | \$2,000        | \$2,000       |
| Issaquah   |              |                |              | Insurance                                  |             | \$800          | \$800         |
| Kenmore  |              |                |              | Postage/Shipping                           |             |                |               |
| Kent   |              |                |              | Printing/Advertising                       |             | \$1,500        | \$1,500       |
| Kirkland   |              |                |              | Professional Services/Dues/Fees            |             | \$0            |               |
| Redmond  |              |                |              | Rent and Utilities                         |             | \$4,696        | \$4,696       |
| Renton   |              |                |              | Repair/Maintenance                         |             |                |               |
| Sammamish  |              |                |              | Telecommunications                         |             | \$1,200        | \$1,200       |
| SeaTac   |              | \$177,776      |              | Travel and Training                        |             | \$2,500        | \$2,500       |
| Shoreline  |              |                |              | In-Kind*                                   |             |                |               |
| Tukwila  |              |                |              | Other*                                     |             |                |               |
| <b>Subtotal</b>  | \$0          | \$177,776      |              | <b>Total</b>                               | \$0         | \$177,776      | \$177,776     |
|  |              |                |              | 2023 to 2025 Budget Difference (%)         |             |                |               |
| County government funds  |              |                |              | Total # of paid FTEs:                      |             |                | 1.15          |
| State/federal government   |              |                |              | Total # of unpaid FTEs (if volunteer-run): |             |                |               |
| Foundations  |              |                |              |  |             |                |               |
| Corporations   |              |                |              | Surplus/deficit 2025 explanation           |             |                |               |
| Private funds  |              |                |              | 1 FTE + .15 FTE supervision                |             |                |               |
| Fundraising  |              |                |              |  |             |                |               |
| In-Kind*   |              |                |              |  |             |                |               |
| Other*   |              |                |              |  |             |                |               |
| <b>Subtotal</b>  | \$0          | \$0            |              |  |             |                |               |
| <b>TOTAL</b>   | \$0          | \$177,776      |              |  |             |                |               |
| *In-kind or other revenue explanation (if applicable)  |              |                |              |  |             |                |               |
| MSC received CDS funding through Sen. Murray's office for workforce development programming for FY24. MSC would like to be able to continue to offer this to SeaTac residents in 2025-2026. MSC is applying to the city of SeaTac for these funds due to our desire to partner with the city, SeaTac business and local technical institutions to advance residents from survival to thriving wages. |              |                |              |  |             |                |               |

Service Units

|                   | Service Unit 1      |                |                  | Service Unit 2             |                |                  | Service Unit 3 |                |                  |
|-------------------|---------------------|----------------|------------------|----------------------------|----------------|------------------|----------------|----------------|------------------|
| Name              | Employment Services |                |                  | Training/Workshops/Classes |                |                  |                |                |                  |
| Measurement       | Assessment          |                |                  | 60 minutes                 |                |                  |                |                |                  |
| Brief Description |                     |                |                  |                            |                |                  |                |                |                  |
|                   | 2023 Actual         | 2025 Projected | 2025 City Funded | 2023 Actual                | 2025 Projected | 2025 City Funded | 2023 Actual    | 2025 Projected | 2023 Cit5 Funded |
| Auburn            |                     |                |                  |                            |                |                  |                |                |                  |
| Bellevue          |                     |                |                  |                            |                |                  |                |                |                  |
| Burien            |                     |                |                  |                            |                |                  |                |                |                  |
| Covington         |                     |                |                  |                            |                |                  |                |                |                  |
| Des Moines        |                     |                |                  |                            |                |                  |                |                |                  |
| Federal Way       |                     |                |                  |                            |                |                  |                |                |                  |
| Issaquah          |                     |                |                  |                            |                |                  |                |                |                  |
| Kenmore           |                     |                |                  |                            |                |                  |                |                |                  |
| Kent              |                     |                |                  |                            |                |                  |                |                |                  |
| Kirkland          |                     |                |                  |                            |                |                  |                |                |                  |
| Mercer Island     |                     |                | N/A              |                            |                | N/A              |                |                | N/A              |
| Redmond           |                     |                |                  |                            |                |                  |                |                |                  |
| Renton            |                     |                |                  |                            |                |                  |                |                |                  |
| Sammamish         |                     |                |                  |                            |                |                  |                |                |                  |
| SeaTac            |                     | 50             | 50               |                            | 4              | 4                |                |                |                  |
| Shoreline         |                     |                |                  |                            |                |                  |                |                |                  |
| Tukwila           |                     |                |                  |                            |                |                  |                |                |                  |
| Seattle           |                     |                | N/A              |                            |                | N/A              |                |                | N/A              |
| Other KC          |                     |                | N/A              |                            |                | N/A              |                |                | N/A              |
| Outside KC        |                     |                | N/A              |                            |                | N/A              |                |                | N/A              |
| Unknown           |                     |                | N/A              |                            |                | N/A              |                |                | N/A              |
| <b>TOTAL</b>      | <b>0</b>            | <b>50</b>      | <b>50</b>        | <b>0</b>                   | <b>4</b>       | <b>4</b>         | <b>0</b>       | <b>0</b>       | <b>0</b>         |

If 2025 projected services are significantly different than those actually provided in 2023, or if your cost per service unit varies between cities, please explain.

The service units are significantly different because this is an expansion of MSC's workforce development programming.

Residents

|               | Residents   |                |                  |
|---------------|-------------|----------------|------------------|
|               | 2023 Actual | 2025 Projected | 2025 City Funded |
| Auburn        |             |                |                  |
| Bellevue      |             |                |                  |
| Burien        |             |                |                  |
| Covington     |             |                |                  |
| Des Moines    |             |                |                  |
| Federal Way   |             |                |                  |
| Issaquah      |             |                |                  |
| Kenmore       |             |                |                  |
| Kent          |             |                |                  |
| Kirkland      |             |                |                  |
| Mercer Island |             |                | N/A              |
| Redmond       |             |                |                  |
| Renton        |             |                |                  |
| Sammamish     |             |                |                  |
| SeaTac        |             | 50             | 50               |
| Shoreline     |             |                |                  |
| Tukwila       |             |                |                  |
| Seattle       |             |                | N/A              |
| Other KC      |             |                | N/A              |
| Outside KC    |             |                | N/A              |
| Unknown       |             |                | N/A              |
| <b>TOTAL</b>  | <b>0</b>    | <b>50</b>      | <b>50</b>        |

# Multi-Service Center

Linked Applicant : annea@mschelps.org

## Agency Information

Please review agency profile and make sure all information is current.

**Agency Name** : Multi-Service Center

**EIN #** : 237120815

**DUNS #** : 147651673

CEO/Executive Director

**Name** : Kirsten York

**Email** : kirsten.york@mschelps.org

**Phone** : 2538386810

**Agency Main Office Address** : 1200 336th St

**City** : Federal Way

**State** : US-WA

**Zip** : 98003

**Please describe the services provided by the agency.** : In 1971, MSC was formed out of a grassroots effort of local individuals who were concerned about the lack of services in South King County for low-income community members. MSC started by serving a few hundred people each year and has grown to provide a variety of services to help families and individuals meet their basic needs, increase their stability, and reach their economic goals. Our current assistance includes: 1. Housing a. Interim housing for families (Shelter) as well as single adults in recovery (Transitional Housing) b. Permanent supportive housing for homeless veteran households c. Homelessness prevention (including rent and emergency assistance) d. Low-income permanent family and senior housing 2. Employment and Education a. Resources and referrals for adults with multiple barriers to employment b. Services to help youth and young adults engage in positive social development activities, earn a high school credential, continue past GED/high school and/or gain the job skills/education needed for a career. 3. Federal Way Food Bank 4. Community Navigation to help remove barriers and access resources, including additional navigation programs specifically for refugees and immigrants. MSC also serves as the King County Coordinated Entry Southernmost Regional Access Point for equitable access to housing resource connections. 4. Energy Assistance for low-income South King County residents 5. Long Term Care Ombudsman Program for the State of Washington

**2023 Actual Budget** : \$21,420,715

**2025 Estimated Budget** : \$22,792,440

**What percentage of your agency leadership identifies as Black, Indigenous, and/or Person of Color (BIPOC)?**  
: 0.60

**What percentage of your board identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 0.46

## Document Uploads

**Most recent audit or financial review** : FY22 MSC Audited Financials.pdf

**If there were any significant deficiencies or findings, upload management's corrective action plan. :** FY22

MSC Letter regarding Audited Financials.pdf

**Most recent agency budget to actuals or financial statement. :** MSC FY23 P&L.pdf

**List of current board of directors :** MSC Board of Directors 02.01.2024.pdf

**Non-discrimination policy :** Multi-Service Center - Non-Discrimination Policy.pdf

**IRS tax determination letter :** MSC 501c3 IRS Determination Letter.pdf

## **Insurance Information**

**We certify that if our agency is awarded funds, we are able to meet city-specific insurance requirements. :**

Yes

**Certificates of Insurance (Current Awardees only) :** MSC 2024 Insurance Certs.pdf

**Expiration Date of Certificates of Insurance :** 2025-03-01

# Neighborhood House - Employment Services for SeaTac Residents

**Linked Agency Profile :** Neighborhood House

**Program Name :** Employment Services for SeaTac Residents

## Grant Request and Brief Budget Overview

Detailed budget information will be required to be completed and uploaded in the Program and Budget Upload.

**Check all the cities to which you are applying. :**

SeaTac

**SeaTac 2023 Awarded Amount :** \$0

**SeaTac 2025 Requested Amount :** \$113,704

**(\$)Total Requests to All Cities :** 113704

**2023 Total Program Budget (Actual) :** \$0

**2025 Total Program Budget (Projected) :** \$113,704

**If there is a significant increase (more than 10%) in the 2025 proposed budget, please check all that apply. :**

Meeting new/increased community need

Serving additional clients

Increased cost to deliver services

## Program Information

**Describe your program in a brief phrase or one short sentence (e.g., emergency shelter for men, domestic violence support for Asian survivors, mental health services for children and youth). :** Employment services to promote economic and housing stability for individuals and families.

Program Contact

**Name :** Shena Brim

**Email :** shenab@nhwa.org

**Phone :** 206-792-6744

## Program Description

**What specific, emerging, and/or unique issue is the community you serve facing? :** The City of SeaTac is home to many low-income residents (11.3% of the population, compared to 8.5% for King County). The per capita income of an average SeaTac resident is just \$36,111, approximately half that of the average King County resident at \$66,811. SeaTac is significantly more racially and ethnically diverse than King County as a whole, with 70.2% of SeaTac residents identifying as BIPOC, compared to 45% of King County residents. Additionally, many immigrants and refugees live in SeaTac (38.8% foreign born and 49.9% speak a language other than English in the home, compared to 24.5% foreign-born and 29.4% speak a language other than English in the home for King County). 15.8% of SeaTac residents age 25+ have not graduated from high school, compared to 6.2% for King County. We

are interested in supporting the residents of SeaTac in obtaining gainful employment. Through our programs we have found that many individuals from low-income, marginalized communities, immigrants and refugees have difficulty finding employment because they are unaware of supporting programs and/or have challenges navigating those resources and advocating for themselves. As a result of trauma, many in the community struggle to understand processes and actions they must take to get results. There are often language barriers as well. Many community members have the drive and desire to find employment, but lack understanding on how to maneuver technology including where to look for jobs, avoid employment scams, create a resume, or how to interview. Community members who have been out of the workplace environment for a long time sometimes struggle to maintain employment because they lack understanding of how to be professional in office, how to communicate effectively, and have no knowledge of EEOC implications. We assist clients in developing goals that they identify as wanting to achieve. We advocate on behalf of the clients with partner agencies to obtain resources, and eliminate barriers to help them achieve their goals and move become financially independent. Many clients face more than one obstacle, e.g. legal challenges, suspended driver's licenses, lack awareness on how to maintain their living spaces, including managing their money and how to keep a job. These trends impact the ability to maintain housing and employment for all communities.

**Describe your proposed program. Include details on the services provided, how and who will deliver these services.** : Neighborhood House (NH) is a multiservice agency founded in 1906 that serves 12,000+ people annually in King County through our early learning, youth development & family services, housing & economic opportunity, and community health programs. NH has offered employment services since 2002 through many funding sources e.g. Workforce Development Council of Seattle-King County, DSHS ORIA and BFET, King County, United Way of King County, King County Housing Authority, City of Seattle, Port of Seattle, Seattle Jobs Initiative, Boeing Company, and others. We provide job placement, career development, and vocational training assistance to 400 job seekers each year, including many limited English proficient clients. We will offer free, immediate one-on-one assistance to low-income SeaTac residents including immigrants, those released from the criminal justice system, etc. We determine eligibility and enroll in employment and training programs. Support services will be provided based on the individual's needs. Our Career Specialists provide the following:

- Counsel job-seeking clients in vocational and employment issues; mediate & problem solve.
- Develop short and long term employment plans.
- Assist in finding appropriate short term training and financial assistance in high demand occupations.
- Provide job development and job matching
- Coordinate workshops with clients to support job readiness and job retention. Provide employment services including: resume & cover letter review, application planning, job search skills, act as a reference, etc.
- Translate/interpret as needed.
- Provide resource navigation to address individual concerns such as housing, finances, legal issues, child support negotiation, aging adults, health etc.
- Conduct employment assessments, determine eligibility for programs and assist in enrollment.
- Identify support services specific to individual needs.
- Identify and resolve barriers to employment.

To provide these services to SeaTac requires 1 FTE to manage a caseload of 25 clients. Our Career Specialist will travel to meet with clients weekly at libraries, coffee shops, NH offices, any safe public space. Clients can be referred by schools, community partners, and we are available to participate at community events providing service on a first come first serve basis. We use the whole family approach meaning we will assist the entire family if necessary. If our program is full, we will refer prospective clients to other providers or waitlist them, as they choose. Support services funding will be offered to pay for interview clothes, work clothes, shoes, tools, hygiene items, vocational training, paid internships, books and supplies for training, gas cards, Orca, Lyft, bus tickets, driver's license/state ID, rent arrears. When support services are not available for the clients' need, the Career Specialist will identify other resources and/or help set up payment plans with creditors.

**Who will be served by this program?** : We serve all low income adults from all communities. We serve single adults, families, BIPOC individuals, refugees, immigrants, LGBTQ marginalized communities experiencing homelessness, or short term rental assistance. We have a history of successfully serving under-represented, low income communities. Last year, our Employment clients were 43% White, 41% Black, 5% Asian, 4% Latinx, 4% multiracial, 2% Native Hawaiian/Pacific Islander, and 1% Native American/Alaska Native. Clients spoke 27+



languages, with the top 5 languages other than English being Somali, Ukrainian, Amharic, Dari, and Pashto. 76% of clients were extremely low income. 36% were homeless or at imminent risk of losing housing. 60% were members of a household with children.

**How do clients hear about the services or the work that you provide?** : Staff attend a variety of community outreach events and receive referrals from school counselors and other partner agencies including our partners through the Basic Food Employment & Training program, Workforce Investment & Opportunity Act (WIOA)/WorkSource employment program, and our new Unemployment Insurance Navigator program operated in partnership with the Washington State Department of Labor. We will also receive referrals through 211 and through word of mouth, which is perhaps our best recruitment method in the communities we serve. NH staff also attend and recruit at community events such as powwows, Chinatown cultural events, Umoja Fest etc.

## Program Impact

**How is your organization working to address disparities based on race, gender, income, and other factors within your organization and in the services you provide? What changes or impacts have you seen as a result of your efforts?** : NH shares power, listens to and learns from our communities, and works to repair past inequities. We are building a culture where equity is the foundation, inclusiveness is the default, and access for marginalized communities is the norm. Our strategic plan includes a Racial Equity and Social Justice goal, and our in-house Antiracism Challenge Team made up of staff and board members, as well as our Director of Inclusion, Diversity, Equity and Access, are helping us work towards the goal of becoming an anti-racist, multi-cultural organization through strategic planning, programming, and funding decisions that are explicitly antiracist and anti-oppressive. Our Antiracism Training Team will train 100% of NH staff in racial equity and social justice by the end of the year. NH's affinity groups offer brave and restorative spaces for staff with specific identities to come together to create fellowship and explore how our agency could do better to support and elevate staff, clients, and communities who share these identities. We are making progress towards increasing wage equity in human services as a co-leader of the Raising Wages for Changing Lives campaign, and have revised our HR policies to create a more welcoming environment for diverse staff (e.g. flexible hiring practices that value lived experience, longer paid sick and parental leave, converting all holidays into floating holidays). We also partner with many culturally specific organizations to learn about community needs and more effectively engage and serve specific populations. A powerful way in which NH puts our commitment to equity into practice is ensuring that our staff, board and volunteers are representative of the communities we serve. Staff at all levels of NH have lived experiences similar to those of our clients, including dealing with racism, poverty, homelessness or housing instability, and other forms of systemic oppression. Two board members are past NH clients, and our board is 73% BIPOC. Our Executive Director is BIPOC, 52% of our Directors and 62% of our managers and supervisors are BIPOC. Overall, across NH, 75% of our staff are BIPOC: 37% Black, 23% Asian, 10% Latinx, 3% multiracial, 2% Native Hawaiian/Pacific Islander, and 0.6% Native American/ Alaska Native. All NH staff receive cultural competency and anti-racism training, including the annual required, all-day Equity Summit, as well as Trauma-Informed Care, Mental Health First Aid, Motivational Interviewing, Healing-Centered Engagement, and Color Brave Space, to better assist marginalized groups to achieve equitable outcomes. NH is known for our linguistic and cultural competency. Current NH staff speak 48 languages and deliver first-language services when possible, providing the cultural context for the concepts and systems they are explaining. If needed, we can call on other staff for translation support or utilize Universal Language Service interpreters.

Outcome measures should reflect how the unique services you provide improve the lives of your clients. As you prepare your outcomes, start thinking about what impacts of your services you are most proud of.

Outcomes should measure the percentage of people you serve who experience a desired improvement. This should be based on data, not anecdotal evidence or guesses. Outcomes measure the quality of your programs and services, not the quantity of services delivered.

[Questions? Watch this 5-minute video tutorial and/or contact city staff.](<https://bit.ly/3OGDZ8F>)

Outcome Measure 1:

**The desired result of engaging with your program or service is:** : People obtain employment to increase their income and economic stability.

**The percentage of clients who will achieve this result is:** : 0.75

**How we collect the outcome data (e.g., annual satisfaction survey, 3-month phone follow-up):** : We collect data during the duration of our work with clients and then with 6 and 12 month follow-up phone calls.

**Only one measure of program success (i.e., Outcome) is required. Do you have a second outcome?** : Yes

Outcome Measure 2:

**The desired result of engaging with your program or service is:** : Clients placed in jobs retain their jobs for at least 12 months.

**The percentage of clients who will achieve this result is:** : 0.90

**How we collect the outcome data (e.g., annual satisfaction survey, 3-month phone follow-up):** : We collect data during the duration of our work with clients and then with 6 and 12 month follow-up phone calls.

## Program Accessibility

**What percentage of your staff identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 0.75

**All program facilities are accessible to individuals with disabilities according to the ADA Accessibility Guidelines.** : Yes

**This program provides services in office location(s) in these cities. :**

Tukwila

Virtual

Other(s)

**Please list :** While we do not currently have office space for this program in SeaTac, our staff will travel to meet with SeaTac residents 1:1 in libraries, coffee shops, and other safe locations. We do have an office in Tukwila close to SeaTac.

**This program is accessible in terms of transportation. :**

Close public transportation

Provide transportation vouchers

Program staff travels to clients

Services provided by phone or online

**This program strives to accommodate client schedules. :**

Early Morning

On Demand and/or Same Day

Holidays

**The program is accessible in terms of language (offering translation and interpretation services). In what ways is your program accessible in terms of languages? :**

Translated materials

Program and/or agency staff speaks languages other than English

Interpretation on demand

Language Line

ASL

## **Additional Information**

**Any other information that you would like to share that would help in making a funding decision? :** While Neighborhood House's program in SeaTac may seem small compared to our overall agency budget and staff numbers, the reality is that each and every one of our 35+ programs is a key part in fulfilling Neighborhood House's mission of building community and increasing access to housing, health, education, and economic opportunity. We do this through place-based services in parts of King County where we see the greatest need, i.e. low-income neighborhoods and public housing communities that are home to many BIPOC community members and immigrants/refugees. Neighborhood House has maintained a steady presence in South King County since the 1960s. While our larger public contracts anchor our work, they do not fully cover the cost of providing the kind of comprehensive, culturally and linguistically relevant services that our clients need, especially in the face of increased community demand combined with our commitment to pay equitable wages to our staff who come from the communities they serve. To ensure sustainability of our programs, we work hard to supplement large public funding streams with smaller public and private grants and individual donations. City of SeaTac funding can play a key role in our ability to be there for SeaTac residents for the long haul.

## **Additional Required Documents**

To access training materials and required template for upload, please go to

[www.share1app.org/application](http://www.share1app.org/application).

**Program and Budget Detail Attachment :** NHSeaTacEmploymentProgramAndBudgetUpload.xlsx

## **Certification Statement and Submission**

**I have reviewed, understand, and am prepared to comply with city-specific minimum requirements should this program receive funding. :** Yes

I have the authority and hereby certify that the information contained in this application and the accompanying documents are true, that all financial documents have been reviewed for accuracy, and that the application is made with the knowledge and proper authorization of the organization. The application, if funded, may be included in a contracting process. As this application is made to one or more government entities, I understand this is a government document that is subject to applicable laws regarding disclosure. In typing my name below, I hereby agree with this certification statement. I understand that this is the same as my printed signature at this time.

**Authorized Signer :** Janice Deguchi

**Record Label :**

**Category :** Employment & Education

**Subcategory :** employment

*Created by : integrations+38430@zenginehq.com*

*Record ID # : 63375375*

*Last change : 2024-04-08T16:48:41+0000*

Budget

| REVENUES  | 2023<br>Awarded | 2025<br>Requested | Difference<br>% | EXPENSES                                   | 2023<br>Actual | 2025<br>Projected | Cities'<br>Share |
|---|-----------------|-------------------|-----------------|--|----------------|-------------------|------------------|
| Auburn  |                 |                   |                 | Salaries/Wages                             |                | \$60,378          | \$60,378         |
| Bellevue  |                 |                   |                 | Benefits                                   |                | \$10,052          | \$10,052         |
| Burien  |                 |                   |                 | Admin/Indirect                             |                | \$9,367           | \$9,367          |
| Covington   |                 |                   |                 | Depreciation                               |                | \$0               | \$0              |
| Des Moines  |                 |                   |                 | Direct Aid to Clients                      |                | \$30,900          | \$30,900         |
| Federal Way   |                 |                   |                 | Equipment/Supplies/Office                  |                | \$0               | \$0              |
| Issaquah  |                 |                   |                 | Insurance                                  |                | \$309             | \$309            |
| Kenmore   |                 |                   |                 | Postage/Shipping                           |                | \$515             | \$515            |
| Kent  |                 |                   |                 | Printing/Advertising                       |                | \$515             | \$515            |
| Kirkland  |                 |                   |                 | Professional Services/Dues/Fees            |                | \$103             | \$103            |
| Redmond   |                 |                   |                 | Rent and Utilities                         |                | \$0               | \$0              |
| Renton  |                 |                   |                 | Repair/Maintenance                         |                | \$0               | \$0              |
| Sammamish   |                 |                   |                 | Telecommunications                         |                | \$742             | \$742            |
| SeaTac  | \$0             | \$113,704         |                 | Travel and Training                        |                | \$824             | \$824            |
| Shoreline   |                 |                   |                 | In-Kind*                                   |                |                   |                  |
| Tukwila   |                 |                   |                 | Other*                                     |                |                   |                  |
| <b>Subtotal</b>                                       | <b>\$0</b>      | <b>\$113,704</b>  |                 | <b>Total</b>                               | <b>\$0</b>     | <b>\$113,704</b>  | <b>\$113,704</b> |
|   |                 |                   |                 | 2023 to 2025 Budget Difference (%)         |                |                   |                  |
| County government funds                               |                 |                   |                 | Total # of paid FTEs:                      |                | 1                 |                  |
| State/federal government                              |                 |                   |                 | Total # of unpaid FTEs (if volunteer-run): |                |                   |                  |
| Foundations   |                 |                   |                 |  |                |                   |                  |
| Corporations  |                 |                   |                 | Surplus/deficit 2025 explanation           |                |                   |                  |
| Private funds   |                 |                   |                 |  |                |                   |                  |
| Fundraising   |                 |                   |                 |  |                |                   |                  |
| In-Kind*  |                 |                   |                 |  |                |                   |                  |
| Other*  |                 |                   |                 |  |                |                   |                  |
| <b>Subtotal</b>                                       | <b>\$0</b>      | <b>\$0</b>        |                 |  |                |                   |                  |
| <b>TOTAL</b>  | <b>\$0</b>      | <b>\$113,704</b>  |                 |  |                |                   |                  |
| *In-kind or other revenue explanation (if applicable) |                 |                   |                 |  |                |                   |                  |

Service Units

| Name  | Service Unit 1 |                |                  | Service Unit 2 |                |                  | Service Unit 3 |                |                  |
|---|----------------|----------------|------------------|----------------|----------------|------------------|----------------|----------------|------------------|
|   | 2023 Actual    | 2025 Projected | 2025 City Funded | 2023 Actual    | 2025 Projected | 2025 City Funded | 2023 Actual    | 2025 Projected | 2025 City Funded |
| Employment Services                                 |                |                |                  |                |                |                  |                |                |                  |
| Individual  |                |                |                  |                |                |                  |                |                |                  |
| Number of individuals receiving employment services |                |                |                  |                |                |                  |                |                |                  |
| Auburn  |                |                |                  |                |                |                  |                |                |                  |
| Bellevue  |                |                |                  |                |                |                  |                |                |                  |
| Burien  |                |                |                  |                |                |                  |                |                |                  |
| Covington   |                |                |                  |                |                |                  |                |                |                  |
| Des Moines  |                |                |                  |                |                |                  |                |                |                  |
| Federal Way   |                |                |                  |                |                |                  |                |                |                  |
| Issaquah  |                |                |                  |                |                |                  |                |                |                  |
| Kenmore   |                |                |                  |                |                |                  |                |                |                  |
| Kent  |                |                |                  |                |                |                  |                |                |                  |
| Kirkland  |                |                |                  |                |                |                  |                |                |                  |
| Mercer Island                                       |                |                | N/A              |                |                | N/A              |                |                | N/A              |
| Redmond   |                |                |                  |                |                |                  |                |                |                  |
| Renton  |                |                |                  |                |                |                  |                |                |                  |
| Sammamish   |                |                |                  |                |                |                  |                |                |                  |
| SeaTac  | 0              | 25             |                  |                |                |                  |                |                |                  |
| Shoreline   |                |                |                  |                |                |                  |                |                |                  |
| Tukwila   |                |                |                  |                |                |                  |                |                |                  |
| Seattle   |                |                | N/A              |                |                | N/A              |                |                | N/A              |
| Other KC  |                |                | N/A              |                |                | N/A              |                |                | N/A              |
| Outside KC  |                |                | N/A              |                |                | N/A              |                |                | N/A              |
| Unknown   |                |                | N/A              |                |                | N/A              |                |                | N/A              |
| <b>TOTAL</b>  | <b>0</b>       | <b>25</b>      | <b>0</b>         | <b>0</b>       | <b>0</b>       | <b>0</b>         | <b>0</b>       | <b>0</b>       | <b>0</b>         |

If 2025 projected services are significantly different than those actually provided in 2023, or if your cost per service unit varies between cities, please explain.

Residents

|               | <b>Residents</b> |                |                  |
|---------------|------------------|----------------|------------------|
|               | 2023 Actual      | 2025 Projected | 2025 City Funded |
| Auburn        |                  |                |                  |
| Bellevue      |                  |                |                  |
| Burien        |                  |                |                  |
| Covington     |                  |                |                  |
| Des Moines    |                  |                |                  |
| Federal Way   |                  |                |                  |
| Issaquah      |                  |                |                  |
| Kenmore       |                  |                |                  |
| Kent          |                  |                |                  |
| Kirkland      |                  |                |                  |
| Mercer Island |                  |                | N/A              |
| Redmond       |                  |                |                  |
| Renton        |                  |                |                  |
| Sammamish     |                  |                |                  |
| SeaTac        | 0                | 25             | 25               |
| Shoreline     |                  |                |                  |
| Tukwila       |                  |                |                  |
| Seattle       |                  |                | N/A              |
| Other KC      |                  |                | N/A              |
| Outside KC    |                  |                | N/A              |
| Unknown       |                  |                | N/A              |
| <b>TOTAL</b>  | <b>0</b>         | <b>25</b>      | <b>25</b>        |

# Neighborhood House

**Linked Applicant :** irinav@nhwa.org

## Agency Information

Please review agency profile and make sure all information is current.

**Agency Name :** Neighborhood House

**EIN # :** 910568305

**DUNS # :** 075738179

CEO/Executive Director

**Name :** Janice Deguchi

**Email :** janiced@nhwa.org

**Phone :** 206-461-8430

**Agency Main Office Address :** 1225 S. Weller St., Suite 510

**City :** Seattle

**State :** US-WA

**Zip :** 98144

**Please describe the services provided by the agency. :** Neighborhood House (NH) builds community and increases access to housing, health, education, and economic opportunity. We provide a wide range of services to support low-income clients of all ages including public housing residents, immigrants and refugees. We serve over 12,000 people annually through our major program areas of early childhood education, youth & family services, housing & economic opportunity, and community health. Bringing our programs to locations where our clients live, learn, and access resources, we operate over 35 sites inside public housing communities, colleges, public schools, WorkSource centers, and other service providers; we also deliver home-based services to families with young children and the elderly. Our programs continually evolve to respond to shifting demographics and community needs and are staffed by culturally and linguistically competent staff.

**2023 Actual Budget :** \$36,070,959

**2025 Estimated Budget :** \$36,858,519

**What percentage of your agency leadership identifies as Black, Indigenous, and/or Person of Color (BIPOC)?**  
: 0.52

**What percentage of your board identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 0.73

## Document Uploads

**Most recent audit or financial review :** 2022 NH Final Financial Statements.pdf

**If there were any significant deficiencies or findings, upload management's corrective action plan. :**

**Most recent agency budget to actuals or financial statement. :** NH\_2023 Preliminary Balance Sheet and Income Statement.pdf



**List of current board of directors :** 2023-2024 Board Roster with Tripartite Status\_2024.pdf

**Non-discrimination policy :** NeighborhoodHouseEEOPNonDiscriminationPolicy.pdf

**IRS tax determination letter :** NeighborhoodHouse501c3Letter.pdf

## **Insurance Information**

**We certify that if our agency is awarded funds, we are able to meet city-specific insurance requirements. :**

Yes

**Certificates of Insurance (Current Awardees only) :**

**Expiration Date of Certificates of Insurance :**

**SeaTac 2023 Awarded Amount : \$3,000**

**SeaTac 2025 Requested Amount : \$3,000**

**Tukwila 2023 Awarded Amount : \$0**

**Tukwila 2025 Requested Amount : \$3,000**

**(\$)Total Requests to All Cities : 85000**

**2023 Total Program Budget (Actual) : \$873,322**

**2025 Total Program Budget (Projected) : \$928,773**

**If there is a significant increase (more than 10%) in the 2025 proposed budget, please check all that apply. :**

Serving additional clients

Increased cost to deliver services

## Program Information

**Describe your program in a brief phrase or one short sentence (e.g., emergency shelter for men, domestic violence support for Asian survivors, mental health services for children and youth).** : NWEEdA is the only college access program in King County - and one of few in the United States - designed to serve low-income young people who are disconnected from school or work. Through our unique College Prep and Success strategies, we provide a pathway to meaningful employment for this amazing group of young adults. Our students are those furthest from opportunity yet are ineligible for eservices at other local college access programs.

Program Contact

**Name :** Jeff Corey

**Email :** jeff@nweducationaccess.org

**Phone :** 206-485-1118

## Program Description

**What specific, emerging, and/or unique issue is the community you serve facing?** : There are more than 19,000 young people between the ages of 16–24 in King County (so called “Opportunity Youth”) who are neither enrolled in school nor participating in the labor market. BIPOC youth are disproportionately represented at 63% of these youth and the Black teen unemployment rate remains the highest of any group at 21%. With the unemployment rate across King County hovering around 4%, we are talking about the most at-risk young adults in our community. Failing to provide adequate support to Opportunity Youth (OY) is not only detrimental to the youth themselves in lost wages, increased reliance on government assistance programs, poor health outcomes, and higher rates of involvement in criminal activity, there is also a direct cost to taxpayers and our society. Making an investment in reconnecting these young people will benefit us all. The financial impact alone is staggering. According to an economic analysis, each OY costs taxpayers \$13,900 annually in direct expenses and \$37,450 in lost productivity. Over their lifetime, if we fail to provide meaningful opportunities, these costs skyrocket to \$258,240 and \$755,900 respectively. With a cohort of 19,400 OY in King County, this amounts to a taxpayer burden of 5 billion dollars and a social burden of close to 17 billion dollars. [Belfield, Levin, Rosen. The Economic Value of Opportunity Youth, 2012] NWEEdA’s program model is uniquely designed to mitigate challenges these older youth face to avoid derailing their education again. We work with young adults as long as they need our services, they never age out of our program, and very often they stay with the same Education Advocate throughout their journey. Victoria’s Story: Last December, Victoria graduated with a BA in Health Information Management from Bellevue College. Victoria shared, “Northwest Education Access has been a foundation in my career and helped me in each stage become successful.” Victoria first joined the College Prep Program in 2009 when she was

19, "I was lost and trying to figure out what I was going to do as far as college." Her Education Advocate, Jeff, helped her enroll in community college initially and after several attempts and stepping away for a few years, Victoria reconnected with him and received an AA and became a Certified Medical Assistant in 2014. She worked in the medical field for 8 years and then decided to pursue a Bachelor's Degree, with Jeff's continued support throughout the process. Victoria shared, "my mom never graduated high school, so I broke every generational curse on my life because I'm the first one on my mom's side to graduate from college, so that's a big deal. I'm most proud of making it. I'm a young African American woman, I'm from a background where people barely got high school diplomas."

**Describe your proposed program. Include details on the services provided, how and who will deliver these services.** : Every student we work with has a deep desire to earn a postsecondary degree that allows them to secure meaningful employment. Most students begin their journey with NWEEdA wanting help preparing for college entrance in our College Prep Program. Each student is matched with an Education Advocate (EA) who is an expert on the academic programs and resources in the student's region of King County. EAs work one-on-one with each student, on the student's timeline, to create a career and academic achievement plan tailored to their gifts and goals. As needed, students are connected to high school completion programs or receive help from volunteers in preparing for the GED and college entrance exams. As students complete high school credentials and placement exams, their EA helps them identify an academic program best suited to their needs and career goals, navigate application processes, obtain financial aid and scholarships, and effectively access campus services. Additionally, we offer: - Life barrier assistance – making sure students have access to basic needs such as food, housing, childcare, healthcare, transportation, etc. It can be connecting them to financial resources for these needs or resources like food banks. Without these, students have a difficult time staying in school. - Career exploration – EAs assist students to explore career options that take into account their interests and talents, then help students find a career pathways and declare a major or degree focus. They also present students with wage and demand projections for their desired industry, to make an informed decision about their career choice. - Connections to mentors in their chosen profession – if a student is interested in a particular major or profession, NWEEdA will match that student with a mentor in the community for job shadowing to better explore and visualize what a job in that field might look like. Once enrolled in postsecondary, in our College Success Program, EAs provide support shown effective at minimizing barriers and maximizing graduation rates, including all the supports listed above as well as: - College-level subject tutoring – NWEEdA community volunteers work with students on subject level material, especially important in the first year of college when students need a refresher or to fill some content gaps to successfully complete their first college level courses and build confidence. - Academic advising – EAs work with students to ensure they understand and are fulfilling degree requirements. EAs supplement the campus level advising by coaching students on how to advocate for themselves in academic advising meetings with college counselors. - Scholarships - We provide financial support for tuition, textbooks, bus passes, childcare, and other basic needs to supplement financial aid students receive from grants, scholarships, and work.

**Who will be served by this program?** : NWEEdA has a track record of recruiting and serving a diverse group of young people who are furthest from opportunity. Our students come from diverse backgrounds and many have faced multiple barriers to education. Of students served since 2017: 100% have low-income and 44% Extremely Low Income (30% of Area Median Income, or AMI) 40% have experienced homelessness 79% are people of color and 45% are immigrants or refugees 9% have been in foster care, 16% are parenting, 18% are LGBTQ, and 7% are transgender or gender non-conforming. 43% are first in their family to earn a high school credential and over two-thirds are first in their family to attend postsecondary. Since 2016, NWEEdA has supported 708 Opportunity Youth in the following cities: - Auburn: 101 (23 active students) - Bellevue: 46 (21 active students) - Burien: 29 (14 active students) - Federal Way: 133 (29 active students) - Kent: 160 (46 active students) - Kirkland: 35 (16 active students) - Redmond: 25 (13 active students) - Renton: 99 (42 active students) - SeaTac: 29 (15 active students) - Shoreline: 27 (8 active students) - Tukwila: 24 (9 active students)

**How do clients hear about the services or the work that you provide?** : The majority of students are referred by staff at partner sites such as community and technical colleges, high school reengagement programs, basic needs centers, and youth housing programs. Partners understand NWEEdA's mission and the types of support we can provide to low-income youth who want to earn a degree. Many of these referral sites also provide office space for EAs which fosters relationship building with potential students. We match new students with EAs on a first come, first served basis. There

are times that we place students on a waitlist and refer them to on-campus services while they wait. We have also paused referrals with partner sites in order to give current students the time and resources they need and deserve. Partnerships we work with in HSD's Collaborative cities include the following: Bellevue College (Bellevue) Congolese Integrated Network (Seatac) Family First Center (Renton) Federal Way Open Doors (Federal Way) Federal Way School District (Federal Way) Friends of Youth (Kirkland, Redmond, Bellevue) Green River College (Kent and Auburn) Green River Open Doors (Auburn) Kent School District - iGrad (Kent) Kent Youth and Family Services (Kent) Lake Washington Institute of Technology (Kirkland) Nexus Youth and Families (Auburn) PortJobs (Seatac, Burien) Rainier Athletes (Bellevue) Renton Innovation Center (Renton) Renton Technical College (Renton) Shoreline College (Shoreline) Si Se Puede (Federal Way) Talley HS (Renton) YouthSource (Renton, Tukwila)

## Program Impact

**How is your organization working to address disparities based on race, gender, income, and other factors within your organization and in the services you provide? What changes or impacts have you seen as a result of your efforts?** : NWEa seeks to address inequities in educational attainment; education is one of the most effective ways to leave poverty. According to a Georgetown University study, college graduates on average earn \$1.6 million more during their lifetime, have an 18% higher employment rate with more job opportunities, and live 6.5 years longer from healthier lifestyles (2010). NWEa intentionally works with young people in our communities with the highest risk factors and for whom a postsecondary degree will make a lasting impact in their lives. NWEa's evidence-based model provides an effective and sustainable path for low-income, Opportunity Youth to succeed in higher education. Since our founding, NWEa has welcomed people of all races; all religions and worldviews; all ethnic, cultural, and national backgrounds; all immigration statuses; all sexual orientations; all genders; all abilities; and those at the intersection of these identities. Because we serve a broad range of individuals, we intentionally hire staff from diverse backgrounds who have the ability to connect with other people from diverse backgrounds; 70% of our staff identify as people of color and many have faced the same challenges our students encounter. Many of our staff are first or second generation immigrants or refugees and, of those, many have experienced challenges with immigration status. Our foremost criteria in hiring new Education Advocates is their values around inclusiveness; the most important job of every Education Advocate is to be respectful of all students they serve. Additionally, NWEa strategically invests in partnerships that serve populations that have historically been furthest from opportunity. Our intention is to partner with organizations that are deeply embedded in communities of color as well as partners who reach a larger scale of students of color. This investment in building collective and shared capacity is, in and of itself, an act of anti-racism as we actively work against norms of individualism and move toward community impact. A recently published study by The Urban Institute measured NWEa's program effectiveness by comparing college enrollment rates of South King County Opportunity Youth receiving wraparound support from NWEa with college enrollments of a comparison group that did not receive support. NWEa students were three times more likely to enroll in postsecondary programs than students at the comparison site. Young men of color were seven times more likely to enroll in postsecondary programs. And, NWEa students showed a 71% persistence rate one year after college enrollment.

Outcome measures should reflect how the unique services you provide improve the lives of your clients. As you prepare your outcomes, start thinking about what impacts of your services you are most proud of.

Outcomes should measure the percentage of people you serve who experience a desired improvement. This should be based on data, not anecdotal evidence or guesses. Outcomes measure the quality of your programs and services, not the quantity of services delivered.

[Questions? Watch this 5-minute video tutorial and/or contact city staff.](<https://bit.ly/3OGDZ8F>)

Outcome Measure 1:

**The desired result of engaging with your program or service is:** : % of students not yet enrolled in a postsecondary program will begin a higher education program.

**The percentage of clients who will achieve this result is:** : 0.60

**How we collect the outcome data (e.g., annual satisfaction survey, 3-month phone follow-up):** : Data is collected by Education Advocates quarterly in our Salesforce Database.

**Only one measure of program success (i.e., Outcome) is required. Do you have a second outcome?** : Yes

Outcome Measure 2:

**The desired result of engaging with your program or service is:** : % of students enrolled in a postsecondary program will earn a degree or remain studying.

**The percentage of clients who will achieve this result is:** : 0.70

**How we collect the outcome data (e.g., annual satisfaction survey, 3-month phone follow-up):** : Data is collected by Education Advocates quarterly in our Salesforce Database

## Program Accessibility

**What percentage of your staff identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 0.70

**All program facilities are accessible to individuals with disabilities according to the ADA Accessibility Guidelines.** : Yes

**This program provides services in office location(s) in these cities.** :

Auburn

Bellevue

Burien

Federal Way

Kent

Kirkland

Renton

SeaTac

Shoreline

Tukwila

Seattle

Virtual

**This program is accessible in terms of transportation.** :

Close public transportation

Provide transportation vouchers

Program staff travels to clients

Services provided by phone or online

**This program strives to accommodate client schedules.** :

Evenings

On Demand and/or Same Day

**The program is accessible in terms of language (offering translation and interpretation services). In what ways is your program accessible in terms of languages? :**

Program and/or agency staff speaks languages other than English

## Additional Information

Several cities anticipate making Community Development Block Grant (CDBG) funds available. CDBG funds are federal monies that require additional recordkeeping, financial tracking, and reporting processes. Please check the City Specific Information Sheets to contact cities if you have questions.

**Is your agency willing and able to accept CDBG funds? :** Maybe/willing to discuss

**Any other information that you would like to share that would help in making a funding decision? :** NWEEdA maintains accountability to our students by involving them in decision-making processes throughout our organization. Ultimately, students are our experts. Students and alumni make considerable contributions to NWEEdA in a variety of ways: - Board of Directors: NWEEdA's bylaws require our board to have at least two former students serve at all times; we currently have three. - Alumni & Student Advisory Board (ASAB): NWEEdA's Twelve current NWEEdA students serve on our ASAB and receive a \$350/quarterly stipend for leading student advocacy efforts around policy issues impacting NWEEdA students, providing feedback on organizational decisions under consideration, and participating in the interviews for new employees and board members. - Student Survey: Our Data Team conducts a biennial survey of students, their needs, and experience working with NWEEdA. Our 2021 informed program improvements, such as building capacity around supports for students with disabilities. The 2023 survey highlighted the need for connecting students to mental health supports. - Listening Sessions: To design program improvements, periodically, NWEEdA will compensate students to gain feedback on our programming. In 2021, we hosted three sessions to hear how NWEEdA shows up in the community, what we do well, and what we could do better. In 2023, we heard from students who identified as having a disability or learning difference on their experiences in education and with our services.

## Additional Required Documents

To access training materials and required template for upload, please go to

[www.share1app.org/application](http://www.share1app.org/application).

**Program and Budget Detail Attachment :** 2025-26 Program and Budget Final.xlsx

**Supplemental Question (only if applying to Burien) :** 25.26 Burien extra question\_NWEA.pdf

## Certification Statement and Submission

**I have reviewed, understand, and am prepared to comply with city-specific minimum requirements should this program receive funding. :** Yes

I have the authority and hereby certify that the information contained in this application and the accompanying documents are true, that all financial documents have been reviewed for accuracy, and that the application is made with the knowledge and proper authorization of the organization. The application, if funded, may be included in a contracting process. As this application is made to one or more government entities, I understand this is a government document that is subject to applicable laws regarding disclosure. In typing my name below, I hereby agree with this certification statement. I understand that this is the same as my printed signature at this time.

**Authorized Signer :** Angela Pierce-Ngo

**Record Label :**

**Category :** Employment & Education

**Subcategory :** education/training

*Created by : integrations+38430@zenginehq.com*

*Record ID # : 62953781*

*Last change : 2024-04-08T17:51:25+0000*



| REVENUES                 | 2023             | 2025             | Difference<br>% |
|--------------------------|------------------|------------------|-----------------|
|                          | Awarded          | Requested        |                 |
| Auburn                   | \$15,000         | \$20,000         | 33%             |
| Bellevue                 | \$0              | \$10,000         |                 |
| Burien                   | \$0              | \$3,000          |                 |
| Covington                | \$0              | \$0              |                 |
| Des Moines               | \$0              | \$0              |                 |
| Federal Way              | \$8,000          | \$10,000         | 25%             |
| Issaquah                 | \$0              | \$0              |                 |
| Kenmore                  | \$0              | \$0              |                 |
| Kent                     | \$10,000         | \$15,000         | 50%             |
| Kirkland                 | \$0              | \$3,000          |                 |
| Redmond                  | \$0              | \$3,000          |                 |
| Renton                   | \$10,000         | \$15,000         | 50%             |
| Sammamish                | \$0              | \$0              |                 |
| SeaTac                   | \$3,000          | \$3,000          | 0%              |
| Shoreline                | \$0              | \$0              |                 |
| Tukwila                  | \$0              | \$3,000          |                 |
| <b>Subtotal</b>          | <b>\$46,000</b>  | <b>\$85,000</b>  | <b>85%</b>      |
|                          |                  |                  |                 |
| County government funds  | \$352,538        | \$357,000        | 1%              |
| State/federal government | \$136,000        | \$150,000        | 10%             |
| Foundations              | \$150,841        | \$150,000        | -1%             |
| Corporations             | \$29,140         | \$30,000         | 3%              |
| Private funds            | \$0              |                  |                 |
| Fundraising              | \$66,369         | \$70,000         | 5%              |
| In-Kind*                 | \$8,069          | \$8,500          | 5%              |
| Other*                   | \$84,799         | \$85,000         | 0%              |
| <b>Subtotal</b>          | <b>\$827,756</b> | <b>\$850,500</b> | <b>3%</b>       |
| <b>TOTAL</b>             | <b>\$873,756</b> | <b>\$935,500</b> | <b>7%</b>       |

\*In-kind or other revenue explanation (if applicable)

In-kind revenue is computers and technology for students' use while in school; other income is non-government contracts (\$80,000 with a technical college) and the remainder is interest or investment income

| EXPENSES                        | 2023             | 2025             | Cities'<br>Share |
|---------------------------------|------------------|------------------|------------------|
|                                 | Actual           | Projected        |                  |
| Salaries/Wages                  | \$588,874        | \$613,076        | \$56,108         |
| Benefits                        | \$62,953         | \$67,926         | \$6,216          |
| Admin/Indirect                  | \$78,714         | \$83,661         | \$7,657          |
| Depreciation                    | \$0              | \$0              | \$0              |
| Direct Aid to Clients           | \$73,380         | \$80,000         | \$7,321          |
| Equipment/Supplies/Office       | \$1,025          | \$3,000          | \$275            |
| Insurance                       | \$3,047          | \$3,050          | \$279            |
| Postage/Shipping                | \$541            | \$550            | \$50             |
| Printing/Advertising            | \$572            | \$650            | \$59             |
| Professional Services/Dues/Fees | \$27,473         | \$30,000         | \$2,746          |
| Rent and Utilities              | \$6,686          | \$9,360          | \$857            |
| Repair/Maintenance              | \$0              | \$0              | \$0              |
| Telecommunications              | \$3,356          | \$4,000          | \$366            |
| Travel and Training             | \$19,232         | \$25,000         | \$2,288          |
| In-Kind*                        | \$8,069          | \$8,500          | \$778            |
| Other*                          | -\$600           | \$0              | \$0              |
| <b>Total</b>                    | <b>\$873,322</b> | <b>\$928,773</b> | <b>\$85,000</b>  |

|  |    |
|--|----|
| 2023 to 2025 Budget Difference (%)         | 6% |
| Total # of paid FTEs:                      | 22 |
| Total # of unpaid FTEs (if volunteer-run): | 0  |

Surplus/deficit 2025 explanation

|  |
|--|
|  |
|--|



|                   | Service Unit 1     |                |                  | Service Unit 2 |                |                  | Service Unit 3 |                |                  |
|-------------------|--------------------|----------------|------------------|----------------|----------------|------------------|----------------|----------------|------------------|
|                   | 2023 Actual        | 2025 Projected | 2025 City Funded | 2023 Actual    | 2025 Projected | 2025 City Funded | 2023 Actual    | 2025 Projected | 2025 City Funded |
| Name              | Navigation         |                |                  |                |                |                  |                |                |                  |
| Measurement       | One-on-one session |                |                  |                |                |                  |                |                |                  |
| Brief Description |                    |                |                  |                |                |                  |                |                |                  |
| Auburn            | 256                | 280            | 120              |                |                |                  |                |                |                  |
| Bellevue          | 135                | 150            | 60               |                |                |                  |                |                |                  |
| Burien            | 158                | 170            | 18               |                |                |                  |                |                |                  |
| Covington         | 22                 | 25             |                  |                |                |                  |                |                |                  |
| Des Moines        | 94                 | 100            |                  |                |                |                  |                |                |                  |
| Federal Way       | 286                | 300            | 60               |                |                |                  |                |                |                  |
| Issaquah          | 3                  | 5              |                  |                |                |                  |                |                |                  |
| Kenmore           | 0                  | 0              |                  |                |                |                  |                |                |                  |
| Kent              | 555                | 500            | 90               |                |                |                  |                |                |                  |
| Kirkland          | 70                 | 80             | 18               |                |                |                  |                |                |                  |
| Mercer Island     | 0                  | 0              | N/A              |                |                | N/A              |                |                | N/A              |
| Redmond           | 32                 | 40             | 18               |                |                |                  |                |                |                  |
| Renton            | 310                | 350            | 90               |                |                |                  |                |                |                  |
| Sammamish         | 36                 | 25             |                  |                |                |                  |                |                |                  |
| SeaTac            | 55                 | 70             | 18               |                |                |                  |                |                |                  |
| Shoreline         | 57                 | 75             |                  |                |                |                  |                |                |                  |
| Tukwila           | 62                 | 80             | 18               |                |                |                  |                |                |                  |
| Seattle           | 1310               | 1500           | N/A              |                |                | N/A              |                |                | N/A              |
| Other KC          | 410                | 400            | N/A              |                |                | N/A              |                |                | N/A              |
| Outside KC        | 1210               | 1400           | N/A              |                |                | N/A              |                |                | N/A              |
| Unknown           | 42                 | 45             | N/A              |                |                | N/A              |                |                | N/A              |
| <b>TOTAL</b>      | <b>5103</b>        | <b>5595</b>    | <b>510</b>       | <b>0</b>       | <b>0</b>       | <b>0</b>         | <b>0</b>       | <b>0</b>       | <b>0</b>         |

If 2025 projected services are significantly different than those actually provided in 2023, or if your cost per service unit varies between cities, please explain.

|               | Residents  |            |           |
|---------------|------------|------------|-----------|
|               | 2023       | 2025       | 2025 City |
| Auburn        | 26         | 30         | 14        |
| Bellevue      | 23         | 25         | 7         |
| Burien        | 12         | 15         | 2         |
| Covington     | 4          | 5          |           |
| Des Moines    | 7          | 10         |           |
| Federal Way   | 22         | 30         | 7         |
| Issaquah      | 1          | 1          |           |
| Kenmore       | 0          | 0          |           |
| Kent          | 42         | 50         | 10        |
| Kirkland      | 9          | 10         | 2         |
| Mercer Island | 0          | 0          | N/A       |
| Redmond       | 7          | 8          | 2         |
| Renton        | 30         | 35         | 10        |
| Sammamish     | 1          | 2          |           |
| SeaTac        | 9          | 10         | 2         |
| Shoreline     | 7          | 10         |           |
| Tukwila       | 10         | 12         | 2         |
| Seattle       | 145        | 150        | N/A       |
| Other KC      | 39         | 40         | N/A       |
| Outside KC    | 136        | 150        | N/A       |
| Unknown       | 45         | 45         | N/A       |
| <b>TOTAL</b>  | <b>575</b> | <b>638</b> | <b>58</b> |

# Northwest Education Access

Linked Applicant : [laura@nweducationaccess.org](mailto:laura@nweducationaccess.org)

## Agency Information

Please review agency profile and make sure all information is current.

**Agency Name** : Northwest Education Access

**EIN #** : 04360257

**DUNS #** : 014190059

CEO/Executive Director

**Name** : Angela Pierce-Ngo

**Email** : [angela@nweducationaccess.org](mailto:angela@nweducationaccess.org)

**Phone** : 253-948-8831

**Agency Main Office Address** : 6920 Roosevelt Way NE #355

**City** : Seattle

**State** : US-WA

**Zip** : 98115

**Please describe the services provided by the agency.** : Northwest Education Access (NWEa) is guided by the belief that all young people, regardless of their income or background, should have the opportunity to access higher education to pursue a living-wage career. Our mission is to provide comprehensive and individualized support to help low-income young people, ages 16-29, build their own path to higher education and beyond. NWEa is unique in who we serve and how we deliver services: - We serve Opportunity Youth (OY), young people who are disconnected from traditional education and employment, with postsecondary access and retention supports; - We assist students who have profound barriers to succeeding in higher education such as homelessness or unstable housing, parenting, being an immigrant or refugee, or high school incompleteness; - Each student works with the same long term, one-on-one mentor throughout their higher education journey; and - Our Education Advocates meet students one-on-one in their own communities (and virtually) to help them address barriers and build a plan to meet their educational and career goals. NWEa offers a comprehensive model that begins with College Prep services to help students earn a high school equivalency, explore career options, chart a career and academic course, apply for funding and admission, and enroll in college classes. Once enrolled in a degree or certificate program, students receive College Success strategies such as academic advising; subject specific tutoring; financial aid and scholarship application assistance; connections to professional mentors; and NWEa's gap scholarships for transportation, housing, childcare, tuition, and more. By addressing all the barriers to academic success, NWEa helps young people earn higher education degrees that help to meet their career goals. Our individualized, holistic model supports students as they begin putting a plan in place to access a higher education program all the way through their graduation day.

**2023 Actual Budget** : \$2,477,011

**2025 Estimated Budget** : \$2,975,924

**What percentage of your agency leadership identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 0.57

**What percentage of your board identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 0.64

## Document Uploads

**Most recent audit or financial review :** NW Education Access\_FY23 Audit.pdf

**If there were any significant deficiencies or findings, upload management's corrective action plan. :**

**Most recent agency budget to actuals or financial statement. :** 1-YTD 12.31.23 preliminary review(2).xlsx

**List of current board of directors :** NWEA FY24 Board of Directors\_with terms.docx.pdf

**Non-discrimination policy :** NWEANon-Discrimination Policy.pdf

**IRS tax determination letter :** NWEA\_501c3 Letter\_2020-3.pdf

## Insurance Information

**We certify that if our agency is awarded funds, we are able to meet city-specific insurance requirements. :** Yes

**Certificates of Insurance (Current Awardees only) :** South King County Insurance certificates\_2023-24.pdf

**Expiration Date of Certificates of Insurance :** 2024-04-24

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*Record ID # : 37184957*

*Last change : 2024-04-08T17:50:40+0000*

# OneAmerica - English Innovations

Linked Agency Profile : OneAmerica

Program Name : English Innovations

## Grant Request and Brief Budget Overview

Detailed budget information will be required to be completed and uploaded in the Program and Budget Upload.

**Check all the cities to which you are applying. :**

Auburn

Federal Way

Kent

Renton

SeaTac

Tukwila

**Auburn 2023 Awarded Amount :**

**Auburn 2025 Requested Amount :** \$15,000

**Federal Way 2023 Awarded Amount :**

**Federal Way 2025 Requested Amount :** \$15,000

**Kent 2023 Awarded Amount :**

**Kent 2025 Requested Amount :** \$30,000

**Renton 2023 Awarded Amount :** \$10,000

**Renton 2025 Requested Amount :** \$15,000

**SeaTac 2023 Awarded Amount :** \$10,000

**SeaTac 2025 Requested Amount :** \$15,000

**Tukwila 2023 Awarded Amount :** \$5,000

**Tukwila 2025 Requested Amount :** \$15,000

**(\$)Total Requests to All Cities :** 105000

**2023 Total Program Budget (Actual) :** \$130,085

**2025 Total Program Budget (Projected) :** \$140,000

**If there is a significant increase (more than 10%) in the 2025 proposed budget, please check all that apply. :**

## Program Information

**Describe your program in a brief phrase or one short sentence (e.g., emergency shelter for men, domestic violence support for Asian survivors, mental health services for children and youth). :** English, technology, and community engagement classes for adult learners

## Program Contact

**Name :** Marisa Parshotam

**Email :** marisa@weareoneamerica.org

**Phone :** 425-344-5612

## Program Description

**What specific, emerging, and/or unique issue is the community you serve facing? :** Immigrant adult learners are eager to develop English skills to access economic opportunities and self-sufficiency, build confidence, and fully participate in public life. Yet demand for ESOL (English for Speakers of Other Languages) classes far surpasses availability; many cannot access the limited number of ESOL classes in our region. Nationally, adult education programs meet less than 4% of the need (Migration Policy Institute 2018). Hundreds of South King County residents inquire about our classes each year. Many are unable to attend other ESOL programs due to long waitlists or other barriers. Community college classes are either full (with waitlists of 3-6 months) or inaccessible for reasons like digital literacy or language barriers with the teacher. Most options for obtaining English skills don't meet the complex, intersecting needs of low-income immigrant families. Formal ESOL programs may not fit schedules of working adults, and are often designed for higher-level learners. Online learning grew exponentially during the COVID-19 pandemic, but as more programs transition back in-person, some community members are left out. For example, beginning-level ESOL courses at Highline College are no longer offered online, which is challenging for parents who can't afford childcare, newcomers who don't live near or know how to ride public transportation, and workers who can't make the rigorous time commitment college ESOL classes require. Lack of access to education limits job opportunities for parents seeking greater economic mobility. Learning English is indispensable to gaining living wage employment. 52% of foreign-born parents of young children fall below 200% of the poverty level, compared to 35% of US-born parents of young children (Migration Policy Institute 2018). Immigrants with limited schooling in their home countries face even greater barriers. English alone is also not the only means to access opportunity and participation in our society. Digital skills are essential, as well as culturally-relevant programs that center language justice and view multilingualism as an asset. With South King County receiving new refugees and asylum seekers from countries like Venezuela, Angola, Congo, and Afghanistan, families need tools for self-sufficiency and belonging. This includes spaces to learn about, discuss, and navigate public systems - such as healthcare, transportation, and school - as they adapt to life in the U.S. Lack of access to holistic adult education programs ripple through the whole family. Since 2014 there have been massive reductions in ESOL programs for parents of young children, due to state standards that prioritize testing over helping adult learners navigate systems they encounter daily, e.g. how to advocate for their child at school. In our classes, Kent and Tukwila residents raised the issue of their kids being bullied. One student removed her child from school because she didn't know what to do.

**Describe your proposed program. Include details on the services provided, how and who will deliver these services. :** English Innovations (EI) transforms how ESOL programs are taught so that there can be more equity, leadership, and civic participation by adult English learners in our institutions and systems. OneAmerica developed the EI education model to address gaps in the ESOL system and inequities adult immigrants with limited English proficiency face. Our approach acknowledges that adult learners with families or jobs need flexible learning time, and integrates English instruction, digital literacy, and community engagement. Curriculum is adaptable to situations students need to navigate, e.g. at their children's schools, at work, or participation in local civic life. Virtual classes focus on speaking, listening, and conversation, as students discuss their experiences and opinions on topics impacting them. Some topics include: knowing your rights as a parent, communicating with your child's school, transportation, healthcare, childcare, and parent leadership. Funding will allow us to continue serving residents of Kent, Renton, Tukwila, SeaTac, Auburn, and Federal Way through eight different 12-week online English Innovations courses per year. Each leveled course will be offered twice a week over a period of 12 weeks - totaling

192 class sessions delivered per year. Our EI program staff includes two bilingual teachers who speak Dari & Spanish and one manager. Many students become volunteers, which helps build language access and representation in our program. Proposed funding would support: -Delivery of eight free 12-week courses for three different English levels offered year-round (low-beginning, high-beginning, and intermediate) -Individualized student support through relational meetings with teachers and volunteers -Leadership development of participants, like facilitating a class, sharing their story with lawmakers, building confidence and self-advocacy, or engaging in their child's school -Digital literacy lessons that build beginning and intermediate-level skills, including Zoom, Gmail, Google, online surveys, QR codes, and the Zoom interpretation feature -Ensuring sufficient tablet inventory for those who need to borrow a device -Students learning how to navigate self-study tools on their phone or computer, such as the We Speak NYC video series, Duolingo, and the Burlington English app -Evaluation through 1:1 and group meetings, surveys, and needs assessments Digital literacy is integrated within the program. Although most students are now familiar with Zoom, many are new to it, especially recent asylum seekers enrolled in our online classes. We organize optional tablet lending events in-person at King County libraries (e.g. Kent, Tukwila) to teach students how to use them and apps needed for class. In our WhatsApp groups, students post homework, share resources, and build community. At quarter-end, they present a final project. Students are encouraged to use the program as a springboard to further education, employment, or community involvement.

**Who will be served by this program?** : Our program will serve immigrants, refugees, and asylum seekers in South King County, who constituted 75% of our students in 2023. Our target constituency is: -Limited-English proficient adults who do not have access to other ESOL classes due to income level, geographic location, schedule limitations, lack of access to childcare, the digital divide, or other socioeconomic barriers -Limited-English proficient parents of children in the K-12 and Pre-K education systems who want to support their children's education - Citizenship clients who want increased confidence communicating in English prior to their naturalization interview - Newly arrived immigrants, refugees, and asylum seekers who need tools and information to navigate systems in the U.S. Classes are open to adult English learners who speak any language. Combined, our current students speak over 10 languages, including Spanish, Amharic, Tigrinya, Somali, Arabic, French, Portuguese, Dari, Pashto, Ewe, and Swahili. Some specific groups include: 1) mothers who evacuated Afghanistan in 2021 and live primarily in Kent, Renton, Auburn, and Federal Way, who lack childcare so cannot attend in-person classes, 2) asylum seekers in Tukwila, SeaTac, and nearby cities, 3) Limited English proficient Spanish and Dari speakers who benefit from a teacher who speaks their first language, and 4) low-income primarily East African and Latinx workers who can only participate in evening classes with a flexible schedule.

**How do clients hear about the services or the work that you provide?** : Word of mouth is a main way students hear about our classes. They may learn about it from friends or family who have taken a class before, or on social media in Facebook or WhatsApp chats for specific cultural or women's groups. We get referrals from other organizations such as Kabul Washington Association, Ubumwe Women's Association, Open Doors for Multicultural Families, World Relief, Angle Lake Family Center, El Centro de la Raza, Highline and South Seattle Colleges, Afghans of Seattle, and Neighborhood House. We post flyers at various libraries in South King County as well. Some students also learn about classes from their child's teacher or school. Many referrals come from Puget Sound Training Center in Renton. DSHS clients also inform their case managers that they are in class. We also do in-person outreach, for example at citizenship clinics or tabling events like the USCIS Afghan Support Center event in SeaTac. We often make announcements about classes during gatherings with immigrant leaders involved in OneAmerica's advocacy work as well. We've also made visits to Riverton Park United Methodist Church to meet and enroll some asylum seekers into classes. Students register either via phone, online, or in-person. After they register, we conduct phone screens or onsite enrollment in students' first language when possible, with a staff or community member who speaks their language.

# Program Impact

**How is your organization working to address disparities based on race, gender, income, and other factors within your organization and in the services you provide? What changes or impacts have you seen as a result of your efforts?** : As an organization dedicated to building power among Washington State's immigrant and refugee communities, our core constituencies have been furthest from power due to their race, gender, ethnicity, religion, language ability, national origin, and immigration status. OneAmerica intentionally focuses on building the leadership and skills of immigrant women, mothers, caregivers, and those who are working class and limited English proficient. Many immigrants and refugees have experienced trauma, poverty, and racism in their past and present, leaving them feeling disempowered, disrespected, misunderstood, and isolated. Yet we believe immigrants have power and contribute to our vibrant community when they are given tools and supported to come into public life. This is why OneAmerica's core focus is building a thriving home where immigrants and refugees are centered at every level. English Innovations is one of our service programs, designed as a first step to bring low-income immigrants and refugees to insert their needs, desires, and voices into public spaces and decision-making. As they build their English, digital literacy, and civics knowledge, we invite them to develop their leadership skills so they can contribute their perspectives and advocate for themselves and their children in our local schools, institutions, and cities. For example, after learning and practicing how to use Gmail in class, students in our English for Afghan Community class who had never used email before used it to reach out to their child's teacher. Additionally, learning how to use Google Translate to scan a picture to translate with their phone helped them better navigate and read letters or forms they received in their own language. In our intermediate class, one student wrote a reflection on her journey adapting to the U.S. amidst language barriers, and how our classes had an enormous impact on her life because she now speaks English with confidence. Another student said customers at work noticed her confidence rising. Another student said that she had learned more in 2 months of taking our class than she had in 8 years of living in the U.S. Uplifting and training immigrants and adult learners as teachers and leaders is an important equity aspect of our work. One of our teachers was once an EI student herself - students often express motivation and inspiration from her story and what she represents to them as immigrants. Students also have the option to facilitate a session on a topic they choose, guided by our facilitation model. We invest in community leaders to run and support our classes, and don't require a Master's Degree unlike other ESOL programs. Our holistic model centers community, problem-solving, leadership, and tangible skills more than the acquisition of 'perfect' English. Our approach has built power, skills, and independence for adult English learners, and redefined what ESOL programs can be through the many success stories of our students.

Outcome measures should reflect how the unique services you provide improve the lives of your clients. As you prepare your outcomes, start thinking about what impacts of your services you are most proud of.

Outcomes should measure the percentage of people you serve who experience a desired improvement. This should be based on data, not anecdotal evidence or guesses. Outcomes measure the quality of your programs and services, not the quantity of services delivered.

[Questions? Watch this 5-minute video tutorial and/or contact city staff.](<https://bit.ly/3OGDZ8F>)

Outcome Measure 1:

**The desired result of engaging with your program or service is:** : Students who attend at least 75% of class sessions per 12-week course self-report achieved competency in at least 75% of categories in our "can-do" competency survey at the end of the course.

**The percentage of clients who will achieve this result is:** : 0.80

**How we collect the outcome data (e.g., annual satisfaction survey, 3-month phone follow-up):** : We ask students to fill out a "can-do" competency survey at the end of each 12-week course. It has 3 sections which include English, technology, and community engagement components (e.g. use the chat in zoom, use a QR code, tell my story in English, practice English outside of class, find community resources, communicate with the teacher



at my child's school, etc). Surveys are adapted for different class levels and topics covered. Students start the survey in-class with instructions from the teacher, and we post the survey in our class WhatsApp groups for students to finish as homework. We follow up with students via phone, Zoom, or in-person if they need help filling it out.

**Only one measure of program success (i.e., Outcome) is required. Do you have a second outcome? :** No

## Program Accessibility

**What percentage of your staff identifies as Black, Indigenous, and/or Person of Color (BIPOC)? :** 0.80

**All program facilities are accessible to individuals with disabilities according to the ADA Accessibility Guidelines. :** Yes

**This program provides services in office location(s) in these cities. :**

Seattle

Virtual

Other(s)

**Please list :** Vancouver, Yakima

**This program is accessible in terms of transportation. :**

Close public transportation

Program staff travels to clients

Services provided by phone or online

Other

**If there are other or no accessible transportation options, please explain. :** We may order Lyft rides for students needing to access any in-person supplemental events we host, if needed.

**This program strives to accommodate client schedules. :**

Evenings

On Demand and/or Same Day

Holidays

Other

**If this program has other or no schedule accommodations, please explain. :** We adapt the time of our classes to student's schedules. If we are hosting a supplemental event, we ask students what days & times work best.

**The program is accessible in terms of language (offering translation and interpretation services). In what ways is your program accessible in terms of languages? :**

Translated materials

Program and/or agency staff speaks languages other than English

Interpretation on demand

Other

**If this program has other or no accessible means of communication, please explain. :** Our low-beginning level classes are taught bilingual in Spanish & Dari.

## Additional Information

Several cities anticipate making Community Development Block Grant (CDBG) funds available. CDBG funds are federal monies that require additional recordkeeping, financial tracking, and reporting processes. Please check the City Specific Information Sheets to contact cities if you have questions.

**Is your agency willing and able to accept CDBG funds? :** No

**Any other information that you would like to share that would help in making a funding decision? :** Data from our most recent registration phase indicates 80% of our current students are female-identifying, 80% are parents, 66% are unemployed, and 38% have less than a high-school level education. We also serve some students with mobility disabilities who cannot commute to an in-person class. In addition to staff, volunteers play an important role in supporting students in-language and in small breakout discussions. Many volunteers speak students' languages (e.g. Dari, Spanish, Amharic, Tigrinya) and or initially came to the program as students themselves. At least once a year, we host an in-person potluck to celebrate our students, be in community, and present them with a certificate of completion or participation in the course.

## Additional Required Documents

To access training materials and required template for upload, please go to [www.share1app.org/application](http://www.share1app.org/application).

**Program and Budget Detail Attachment :** OneAmericaEnglishInnovationsDetails.xlsx

## Certification Statement and Submission

**I have reviewed, understand, and am prepared to comply with city-specific minimum requirements should this program receive funding. :** Yes

I have the authority and hereby certify that the information contained in this application and the accompanying documents are true, that all financial documents have been reviewed for accuracy, and that the application is made with the knowledge and proper authorization of the organization. The application, if funded, may be included in a contracting process. As this application is made to one or more government entities, I understand this is a government document that is subject to applicable laws regarding disclosure. In typing my name below, I hereby agree with this certification statement. I understand that this is the same as my printed signature at this time.

**Authorized Signer :** Roxana Norouzi

**Record Label :**

**Category :** Employment & Education

**Subcategory :** TA

**Created by :** *integrations+38430@zenginehq.com*

**Record ID # :** 63343211

**Last change :** 2024-04-08T22:54:47+0000



Budget

| REVENUES  | 2023<br>Awarded  | 2025<br>Requested | Difference<br>% | EXPENSES                                   | 2023<br>Actual   | 2025<br>Projected | Cities'<br>Share |
|---|------------------|-------------------|-----------------|--|------------------|-------------------|------------------|
| Auburn  |                  | \$15,000          |                 | Salaries/Wages                             | \$88,717         | \$93,152          | \$69,864         |
| Bellevue  |                  |                   |                 | Benefits                                   | \$22,179         | \$23,288          | \$17,466         |
| Burien  |                  |                   |                 | Admin/Indirect                             |                  |                   |                  |
| Covington   |                  |                   |                 | Depreciation                               |                  |                   |                  |
| Des Moines  |                  |                   |                 | Direct Aid to Clients                      |                  |                   |                  |
| Federal Way   |                  | \$15,000          |                 | Equipment/Supplies/Office                  | \$2,242          | \$4,000           | \$3,000          |
| Issaquah  |                  |                   |                 | Insurance                                  |                  |                   |                  |
| Kenmore   |                  |                   |                 | Postage/Shipping                           |                  |                   |                  |
| Kent  |                  | \$30,000          |                 | Printing/Advertising                       |                  |                   |                  |
| Kirkland  |                  |                   |                 | Professional Services/Dues/Fees            | \$14,446         | \$15,000          | \$11,250         |
| Redmond   |                  |                   |                 | Rent and Utilities                         |                  |                   |                  |
| Renton  | \$10,000         | \$15,000          | 50%             | Repair/Maintenance                         |                  |                   |                  |
| Sammamish   |                  |                   |                 | Telecommunications                         |                  |                   |                  |
| SeaTac  | \$10,000         | \$15,000          | 50%             | Travel and Training                        | \$2,502          | \$4,560           | \$3,420          |
| Shoreline   |                  |                   |                 | In-Kind*                                   |                  |                   |                  |
| Tukwila   | \$5,000          | \$15,000          | 200%            | Other*                                     |                  |                   |                  |
| <b>Subtotal</b>                                       | <b>\$25,000</b>  | <b>\$105,000</b>  | <b>320%</b>     | <b>Total</b>                               | <b>\$130,085</b> | <b>\$140,000</b>  | <b>\$105,000</b> |
|   |                  |                   |                 | 2023 to 2025 Budget Difference (%)         |                  | 8%                |                  |
| County government funds                               |                  |                   |                 | Total # of paid FTEs:                      |                  | 3                 |                  |
| State/federal government                              |                  |                   |                 | Total # of unpaid FTEs (if volunteer-run): |                  |                   |                  |
| Foundations   | \$105,000        | \$35,000          | -67%            |  |                  |                   |                  |
| Corporations  |                  |                   |                 | Surplus/deficit 2025 explanation           |                  |                   |                  |
| Private funds   |                  |                   |                 |  |                  |                   |                  |
| Fundraising   |                  |                   |                 |  |                  |                   |                  |
| In-Kind*  |                  |                   |                 |  |                  |                   |                  |
| Other*  |                  |                   |                 |  |                  |                   |                  |
| <b>Subtotal</b>                                       | <b>\$105,000</b> | <b>\$35,000</b>   | <b>-67%</b>     |  |                  |                   |                  |
| <b>TOTAL</b>  | <b>\$130,000</b> | <b>\$140,000</b>  | <b>8%</b>       |  |                  |                   |                  |
| *In-kind or other revenue explanation (if applicable) |                  |                   |                 |  |                  |                   |                  |

Service Units

|                   | Service Unit 1  |                |                  | Service Unit 2 |                |                  | Service Unit 3 |                |                  |
|-------------------|---|----------------|------------------|----------------|----------------|------------------|----------------|----------------|------------------|
| Name              | Training/Workshops/Classes  |                |                  |                |                |                  |                |                |                  |
| Measurement       | 90 minutes  |                |                  |                |                |                  |                |                |                  |
| Brief Description | The number of sessions attended by each participant to improve English skills, digital literacy, and community engagement. Each course cycle, participants attend 2 class |                |                  |                |                |                  |                |                |                  |
|                   | 2023 Actual   | 2025 Projected | 2025 City Funded | 2023 Actual    | 2025 Projected | 2025 City Funded | 2023 Actual    | 2025 Projected | 2025 City Funded |
| Auburn            | 46  | 180            | 126              |                |                |                  |                |                |                  |
| Bellevue          | 8   |                |                  |                |                |                  |                |                |                  |
| Burien            |   |                |                  |                |                |                  |                |                |                  |
| Covington         | 15  |                |                  |                |                |                  |                |                |                  |
| Des Moines        | 93  |                |                  |                |                |                  |                |                |                  |
| Federal Way       | 122   | 180            | 126              |                |                |                  |                |                |                  |
| Issaquah          |   |                |                  |                |                |                  |                |                |                  |
| Kenmore           |   |                |                  |                |                |                  |                |                |                  |
| Kent              | 349   | 450            | 324              |                |                |                  |                |                |                  |
| Kirkland          | 61  |                |                  |                |                |                  |                |                |                  |
| Mercer Island     |   |                | N/A              |                |                | N/A              |                |                | N/A              |
| Redmond           |   |                |                  |                |                |                  |                |                |                  |
| Renton            | 159   | 180            | 126              |                |                |                  |                |                |                  |
| Sammamish         |   |                |                  |                |                |                  |                |                |                  |
| SeaTac            | 73  | 180            | 126              |                |                |                  |                |                |                  |
| Shoreline         |   |                |                  |                |                |                  |                |                |                  |
| Tukwila           | 106   | 180            | 126              |                |                |                  |                |                |                  |
| Seattle           | 100   | 50             | N/A              |                |                | N/A              |                |                | N/A              |
| Other KC          | 10  |                | N/A              |                |                | N/A              |                |                | N/A              |
| Outside KC        | 215   |                | N/A              |                |                | N/A              |                |                | N/A              |
| Unknown           | 7   |                | N/A              |                |                | N/A              |                |                | N/A              |
| <b>TOTAL</b>      | <b>1364</b>   | <b>1400</b>    | <b>954</b>       | <b>0</b>       | <b>0</b>       | <b>0</b>         | <b>0</b>       | <b>0</b>       | <b>0</b>         |

If 2025 projected services are significantly different than those actually provided in 2023, or if your cost per service unit varies between cities, please explain.

Residents

|               | Residents   |                |                  |
|---------------|-------------|----------------|------------------|
|               | 2023 Actual | 2025 Projected | 2025 City Funded |
| Auburn        | 9           | 10             | 7                |
| Bellevue      | 2           | 2              |                  |
| Burien        |             |                |                  |
| Covington     | 2           | 2              |                  |
| Des Moines    | 10          | 10             |                  |
| Federal Way   | 8           | 10             | 7                |
| Issaquah      |             |                |                  |
| Kenmore       |             |                |                  |
| Kent          | 27          | 25             | 18               |
| Kirkland      | 3           | 3              |                  |
| Mercer Island |             |                | N/A              |
| Redmond       |             |                |                  |
| Renton        | 12          | 10             | 7                |
| Sammamish     |             |                |                  |
| SeaTac        | 6           | 10             | 7                |
| Shoreline     |             |                |                  |
| Tukwila       | 10          | 10             | 7                |
| Seattle       | 10          | 5              | N/A              |
| Other KC      | 2           |                | N/A              |
| Outside KC    | 26          | 26             | N/A              |
| Unknown       | 1           |                | N/A              |
| <b>TOTAL</b>  | <b>128</b>  | <b>123</b>     | <b>53</b>        |

# OneAmerica

**Linked Applicant :** elisabeth@weareoneamerica.org

## Agency Information

Please review agency profile and make sure all information is current.

**Agency Name :** OneAmerica

**EIN # :** 200384893

**DUNS # :** 114824332

CEO/Executive Director

**Name :** Roxana Norouzi

**Email :** roxana@weareoneamerica.org

**Phone :** 206-452-8425

**Agency Main Office Address :** 1225 S WELLER ST Suite 430

**City :** SEATTLE

**State :** US-WA

**Zip :** 98144

**Please describe the services provided by the agency. :** Founded in response to the backlash against immigrant communities of color after 9/11, OneAmerica is Washington State's largest immigrant advocacy organization. As a power building organization, we organize immigrants and refugees across Washington state to make meaningful systems change in the issues of immigrant inclusion, Pre-K-12 education policy, & immigrant rights. Investing in leadership development of our community members is woven into all aspects of our work, and we offer leadership training to our community as well as individualized 1:1 mentorship. In doing so, participants grow their leadership skills for civic engagement and influencing public decisions that impact them and their communities' well-being. Our core constituencies include immigrant and refugee communities of color, particularly women & mothers, youth, and low-income communities. In our Department of Immigrant Inclusion, we deliver quality services that open vital societal and economic doors - we offer free English classes for adults, as well as free citizenship clinics through a partnership with the State of Washington. Through our programs, participants can become active community members who are able to both navigate and participate in public life. English Innovations (EI) is a participatory, culturally responsive adult education model developed by OneAmerica. EI addresses gaps in the formal English for Speakers of Other Languages (ESOL) system and the barriers faced by adult immigrants with limited English proficiency and digital skills. EI integrates English language acquisition, digital literacy, and community engagement in a social learning, community-based environment. In 2015, the model expanded nationally, and now operates in multiple states across the US. We also work alongside our students to build leadership opportunities within the program. By actively supporting students to meet their personal goals, such as living wage employment or participation in their children's education, while also offering programming in students' home languages, EI serves as a springboard to opportunities and emphasizes the development of learners as leaders in their communities. Building leadership and shared power transforms lives, and prepares community members for civic engagement to propel well-being in immigrant & refugee communities.

**2023 Actual Budget :** \$4,276,211

**2025 Estimated Budget** : \$5,419,416

**What percentage of your agency leadership identifies as Black, Indigenous, and/or Person of Color (BIPOC)?**  
: 67.00

**What percentage of your board identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 100.00

## Document Uploads

**Most recent audit or financial review** : 2022 OneAmerica Final Financial Statements \_ annual rpt.pdf

**If there were any significant deficiencies or findings, upload management's corrective action plan.** :

**Most recent agency budget to actuals or financial statement.** : 2023 ProfitandLoss.pdf

**List of current board of directors** : Board of Directors - OneAmerica 2024-03.docx

**Non-discrimination policy** : OneAmerica Non-Discrimination Policy.pdf

**IRS tax determination letter** :

## Insurance Information

**We certify that if our agency is awarded funds, we are able to meet city-specific insurance requirements.** :  
Yes

**Certificates of Insurance (Current Awardees only)** : Certificate of insurance for Various Holders ( 3 Cert ).pdf

**Expiration Date of Certificates of Insurance** : 2024-07-20



# Open Doors for Multicultural Families - Multicultural Case Management

**Linked Agency Profile** : Open Doors for Multicultural Families

**Program Name** : Multicultural Case Management

## Grant Request and Brief Budget Overview

Detailed budget information will be required to be completed and uploaded in the Program and Budget Upload.

**Check all the cities to which you are applying. :**

Auburn

Bellevue

Burien

Covington

Des Moines

Federal Way

Issaquah

Kenmore

Kent

Kirkland

Redmond

Renton

Sammamish

SeaTac

Shoreline

Tukwila

**Auburn 2023 Awarded Amount : \$10,000**

**Auburn 2025 Requested Amount : \$30,000**

**Bellevue 2023 Awarded Amount : \$5,000**

**Bellevue 2025 Requested Amount : \$20,000**

**Burien 2023 Awarded Amount :**

**Burien 2025 Requested Amount : \$20,000**

**Covington 2023 Awarded Amount :**

**Covington 2025 Requested Amount : \$10,000**

**Des Moines 2023 Awarded Amount :**

**Des Moines 2025 Requested Amount : \$20,000**

**Federal Way 2023 Awarded Amount : \$12,000**

**Federal Way 2025 Requested Amount : \$30,000**

**Issaquah 2023 Awarded Amount :**

**Issaquah 2025 Requested Amount : \$5,000**

**Kenmore 2023 Awarded Amount :**

**Kenmore 2025 Requested Amount : \$5,000**

**Kent 2023 Awarded Amount : \$20,000**

**Kent 2025 Requested Amount : \$40,000**

**Kirkland 2023 Awarded Amount :**

**Kirkland 2025 Requested Amount : \$5,000**

**Redmond 2023 Awarded Amount :**

**Redmond 2025 Requested Amount : \$30,000**

**Renton 2023 Awarded Amount : \$10,000**

**Renton 2025 Requested Amount : \$30,000**

**Sammamish 2023 Awarded Amount :**

**Sammamish 2025 Requested Amount : \$5,000**

**SeaTac 2023 Awarded Amount :**

**SeaTac 2025 Requested Amount : \$20,000**

**Shoreline 2023 Awarded Amount :**

**Shoreline 2025 Requested Amount : \$10,000**

**Tukwila 2023 Awarded Amount :**

**Tukwila 2025 Requested Amount : \$20,000**

**(\$)Total Requests to All Cities : 300000**

**2023 Total Program Budget (Actual) : \$1,225,719**

**2025 Total Program Budget (Projected) : \$1,440,510**

**If there is a significant increase (more than 10%) in the 2025 proposed budget, please check all that apply. :**

Meeting new/increased community need

Serving additional clients

Increased cost to deliver services

## **Program Information**

**Describe your program in a brief phrase or one short sentence (e.g., emergency shelter for men, domestic violence support for Asian survivors, mental health services for children and youth). : culturally responsive case management for multicultural families of persons with disabilities**

Program Contact

**Name :** Paul Tan

**Email :** pault@opendoorswa.org

**Phone :** 253-921-2699

## Program Description

**What specific, emerging, and/or unique issue is the community you serve facing?** : Need for equal access to services: Culturally and linguistically diverse (CLD) persons are historically underserved or left out of mainstream service delivery systems due to language and cultural barriers and institutional biases. These barriers are 2-3 times greater still for a CLD family raising a child with disabilities, because mainstream disability service agencies lack a language and cultural capacity to serve these populations, and community organizations that serve cultural groups tend to have limited knowledge of disability or related services. There are many government programs and community services available for people with disabilities, however, many in our focus populations are not aware of them and do not know how to access these services. Need for housing support: Though specific housing and homelessness data on the intersection of race and disability is minimal, the National Law Center on Homelessness and Poverty reported in 2018 that almost 40% of sheltered homeless individuals have a disability. Housing support is one of the most consistently requested services from the communities we serve, whether that is finding affordable, accessible housing for their loved one with disability, assistance with eviction prevention, or something else. The COVID-19 pandemic heightened this need in our community. Need for culturally and linguistically responsive services: To provide effective intervention for building a healthy family, case management services must be culturally and linguistically relevant and responsive. However, other agencies in our area do not have the language/cultural capacity and the staff with disability knowledge to provide direct support services for this increasingly large population. Over the years, the number of diverse families of children with disabilities who have come to us for help, whether for one-on-one systems navigation or a parent training, has increased drastically, from 50 in 2010, to 600 in 2013, to over 1300 in 2021 and over 2000 in 2023. Need for inclusive community: People with disabilities are often left out and overlooked, especially when they are also immigrants, refugees, and people of color. For many ethnic communities, disability is a taboo that is not addressed by community members themselves. Negative perceptions of people with disabilities cause them to be shunned by members of their own cultural community. Without intentional efforts to bring disability awareness to the public, persons with disabilities and their families will continue to be isolated and excluded by society.

**Describe your proposed program. Include details on the services provided, how and who will deliver these services.** : This program proposes to provide individualized, one-on-one direct support services to parents and caregivers of children, youth, and young adults with developmental and intellectual disabilities and special health care needs. It focuses on providing linguistically and culturally responsive system navigation and service coordination to assist families in accessing needed information, services, and resources through one-on-one consultations with staff and through parent peer groups for emotional support and continued learning. Our staff help the families navigate the complex systems surrounding developmental disabilities, special education, and housing in their own language, so that parents are both receiving services and getting a better understanding of how to interact with the systems. This includes walking the family through disabilities-related service applications such as DDA and SSI, attending meetings with them, and conducting the occasional home or site visit. We offer parent support groups in the languages of the families we serve, where parents and adults with disabilities come together to support and learn from one another. Services will be provided wherever it is most convenient for the families we serve. We have 3 office locations: our main office in the Kent Valley, and satellite offices at Redmond's Together Center and in the New Holly neighborhood of Seattle. We also conduct home and community visits, and provide services via phone, email, text message, and through social media networks. Staff have flexible working hours to be available when clients need them, sometimes on evenings and weekends, and staff have cell phones that families can call directly to speak with their support staff in their own language. Each family's needs are different, but each family typically receives 12-15 hours of direct support over several months. There is no limit to how many times a client can contact us.

**Who will be served by this program?** : Our focus population for this program are culturally and linguistically diverse parents and caregivers of children, teens, and young adults with developmental and intellectual disabilities and special health care needs. The families we serve are primarily immigrants, refugees, and people of color, coming from African American, African immigrant, Asian, Southeast Asian, Hispanic/Latinx, Middle Eastern, and Eastern European backgrounds. Most have limited English proficiency and may have limited literacy in their first language as well. They live primarily in low-income areas of King County such as Kent, Renton, Auburn, and Federal Way, and South and Southeast Seattle. We are also seeing an increasing number of clients from the Eastside in cities such as Redmond, Bellevue, and Kirkland. Their children have all ranges of disabilities and diagnoses, including, but not limited to, Autism, Down Syndrome, developmental or speech delays, learning disabilities such as ADHD, and intellectual disabilities.

**How do clients hear about the services or the work that you provide?** : We receive referrals consistently from community partners such as local schools, Seattle Children's Autism Center, Odessa Brown Clinic, and other community service providers. We also see many of our current clients referring friends and family to our programs. We are particularly proud of the word-of-mouth referrals we receive, as it shows the trust our current clients have in us and our services. We have an active social media presence on Facebook and Instagram, we maintain a listing in the 211 directory, and we make sure that other area organizations know about us and the services we provide so that they may send families who may need support to us. Additionally, we have been receiving increased media attention for our successful programs. We have been featured on KUOW NPR, Workforce Development Council, Seattle Times Education Lab, and we are receiving ongoing media attention for our successes in effecting policy change in WA State public schools and featuring our capital campaign for our Multicultural Village housing project. We will continue to use the media channels to advertise opportunities to help families who are falling into gaps to access the services they need.

## Program Impact

**How is your organization working to address disparities based on race, gender, income, and other factors within your organization and in the services you provide? What changes or impacts have you seen as a result of your efforts?** : To ensure our services are culturally and linguistically responsive, we use a cultural brokerage model. Our direct support staff come from the same culture and speak the same language as the families they serve, so can communicate with the family in their own language, and in a way that will make sense within their cultural context. When we are unable to provide a language in-house, we use a phone interpretation service. Additionally, these staff are knowledgeable of disabilities services, Special Education, and other mainstream social services, thereby bridging the gap between the families we serve and the services they need. Currently, our bilingual/bicultural direct support staff provide services in Spanish, Somali, Vietnamese, Mandarin, Cantonese, Arabic, Kurdish, Amharic, Tigrinya, Russian, and Ukrainian. We also have cultural support available specific for English-speaking Black families. We have deep experience serving individuals and families with disabilities who come from diverse backgrounds, and we know how to serve them when they come to us. We provide accommodations to the clients we serve (and the staff we employ) based on individual needs and can adapt to a wide variety of abilities and needs. For ODMF it is not a question of service, but of accommodation. The question is not "Can we serve them?" but "How can we serve them?"

Outcome measures should reflect how the unique services you provide improve the lives of your clients. As you prepare your outcomes, start thinking about what impacts of your services you are most proud of.

Outcomes should measure the percentage of people you serve who experience a desired improvement. This should be based on data, not anecdotal evidence or guesses. Outcomes measure the quality of your programs and services, not the quantity of services delivered.

[Questions? Watch this 5-minute video tutorial and/or contact city staff.](<https://bit.ly/3OGDZ8F>)

Outcome Measure 1:

**The desired result of engaging with your program or service is:** : Clients will be connected to necessary resources related to disability services, basic needs, housing, and/or education.

**The percentage of clients who will achieve this result is:** : 0.95

**How we collect the outcome data (e.g., annual satisfaction survey, 3-month phone follow-up):** : Client report entered into Salesforce database

**Only one measure of program success (i.e., Outcome) is required. Do you have a second outcome?** : No

## Program Accessibility

**What percentage of your staff identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 0.80

**All program facilities are accessible to individuals with disabilities according to the ADA Accessibility Guidelines.** : Yes

**This program provides services in office location(s) in these cities.** :

Kent

Redmond

Seattle

Virtual

**This program is accessible in terms of transportation.** :

Close public transportation

Provide transportation vouchers

Program staff travels to clients

Services provided by phone or online

**This program strives to accommodate client schedules.** :

Evenings

**The program is accessible in terms of language (offering translation and interpretation services). In what ways is your program accessible in terms of languages?** :

Translated materials

Program and/or agency staff speaks languages other than English

Language Line

## Additional Information

Several cities anticipate making Community Development Block Grant (CDBG) funds available. CDBG funds are federal monies that require additional recordkeeping, financial tracking, and reporting processes. Please check the City Specific Information Sheets to contact cities if you have questions.

**Is your agency willing and able to accept CDBG funds?** : Yes

**Any other information that you would like to share that would help in making a funding decision?** : Our internal data indicates an average growth rate in clients served of 7.34% across all cities from 2020-2023. Some cities, such as Auburn, Kent, and Renton, experienced a higher rate of growth in clients served. We noticed a dramatic increase in clients served across all cities from 2020-2021, but that rate declined in 2022-23 as communities recovered from the COVID-19 pandemic. However, the number of clients we are serving is still increasing.

## Additional Required Documents

To access training materials and required template for upload, please go to  
[www.share1app.org/application](http://www.share1app.org/application).

**Program and Budget Detail Attachment** : 2025-26 Program and Budget Upload Template.xlsx

**Supplemental Question (only if applying to Burien)** : Burien Supplemental Document.docx

## Certification Statement and Submission

**I have reviewed, understand, and am prepared to comply with city-specific minimum requirements should this program receive funding.** : Yes

I have the authority and hereby certify that the information contained in this application and the accompanying documents are true, that all financial documents have been reviewed for accuracy, and that the application is made with the knowledge and proper authorization of the organization. The application, if funded, may be included in a contracting process. As this application is made to one or more government entities, I understand this is a government document that is subject to applicable laws regarding disclosure. In typing my name below, I hereby agree with this certification statement. I understand that this is the same as my printed signature at this time.

**Authorized Signer** : Ginger Kwan

**Record Label** :

**Category** : Success at Every Age

**Subcategory** : disability

*Created by* : [integrations+38430@zenginehq.com](mailto:integrations+38430@zenginehq.com)

*Record ID #* : 62927388

*Last change* : 2024-04-05T16:54:49+0000

| REVENUES                 | 2023               | 2025               | Difference<br>% |
|--------------------------|--------------------|--------------------|-----------------|
|                          | Awarded            | Requested          |                 |
| Auburn                   | \$10,000           | \$30,000           | 200%            |
| Bellevue                 | \$5,000            | \$20,000           | 300%            |
| Burien                   |                    | \$20,000           |                 |
| Covington                |                    | \$10,000           |                 |
| Des Moines               |                    | \$20,000           |                 |
| Federal Way              | \$12,000           | \$30,000           | 150%            |
| Issaquah                 |                    | \$5,000            |                 |
| Kenmore                  |                    | \$5,000            |                 |
| Kent                     | \$20,000           | \$40,000           | 100%            |
| Kirkland                 |                    | \$5,000            |                 |
| Redmond                  |                    | \$30,000           |                 |
| Renton                   | \$10,000           | \$30,000           | 200%            |
| Sammamish                |                    | \$5,000            |                 |
| SeaTac                   |                    | \$20,000           |                 |
| Shoreline                |                    | \$10,000           |                 |
| Tukwila                  |                    | \$20,000           |                 |
| <b>Subtotal</b>          | <b>\$57,000</b>    | <b>\$300,000</b>   | <b>426%</b>     |
| County government funds  | \$858,737          | \$990,510          | 15%             |
| State/federal government | \$309,982          | \$150,000          | -52%            |
| Foundations              |                    |                    |                 |
| Corporations             |                    |                    |                 |
| Private funds            |                    |                    |                 |
| Fundraising              |                    |                    |                 |
| In-Kind*                 |                    |                    |                 |
| Other*                   |                    |                    |                 |
| <b>Subtotal</b>          | <b>\$1,168,719</b> | <b>\$1,140,510</b> | <b>-2%</b>      |
| <b>TOTAL</b>             | <b>\$1,225,719</b> | <b>\$1,440,510</b> | <b>18%</b>      |

\*In-kind or other revenue explanation (if applicable)

| EXPENSES                        | 2023               | 2025               | Cities'<br>Share |
|---------------------------------|--------------------|--------------------|------------------|
|                                 | Actual             | Projected          |                  |
| Salaries/Wages                  | \$703,424          | \$903,936          | \$193,800        |
| Benefits                        | \$169,820          | \$216,146          | \$48,449         |
| Admin/Indirect                  | \$113,433          | \$119,323          | \$24,225         |
| Depreciation                    |                    |                    |                  |
| Direct Aid to Clients           | \$99,408           | \$26,650           | \$15,000         |
| Equipment/Supplies/Office       | \$23,433           | \$20,216           | \$1,425          |
| Insurance                       | \$1,602            | \$2,678            | \$428            |
| Postage/Shipping                | \$88               | \$410              | \$285            |
| Printing/Advertising            | \$485              | \$100              |                  |
| Professional Services/Dues/Fees | \$43,946           | \$71,898           | \$5,985          |
| Rent and Utilities              | \$39,975           | \$45,900           | \$5,700          |
| Repair/Maintenance              | \$868              | \$385              | \$285            |
| Telecommunications              | \$11,708           | \$12,938           | \$2,138          |
| Travel and Training             | \$17,529           | \$19,930           | \$2,280          |
| In-Kind*                        |                    |                    |                  |
| Other*                          |                    |                    |                  |
| <b>Total</b>                    | <b>\$1,225,719</b> | <b>\$1,440,510</b> | <b>\$300,000</b> |

|  |     |
|--|-----|
| 2023 to 2025 Budget Difference (%)         | 18% |
| Total # of paid FTEs:                      | 14  |
| Total # of unpaid FTEs (if volunteer-run): | 0   |

Surplus/deficit 2025 explanation

| Name<br>Measurement<br>Brief Description | Service Unit 1  |                   |                     | Service Unit 2  |                   |                     | Service Unit 3 |                   |                     |
|--|-----------------|-------------------|---------------------|-----------------|-------------------|---------------------|----------------|-------------------|---------------------|
|  | Case Management |                   |                     | Case Management |                   |                     |                |                   |                     |
|  | 30 minutes      |                   |                     |                 |                   |                     |                |                   |                     |
|  | 2023<br>Actual  | 2025<br>Projected | 2025 City<br>Funded | 2023<br>Actual  | 2025<br>Projected | 2025 City<br>Funded | 2023<br>Actual | 2025<br>Projected | 2025 City<br>Funded |
| Auburn                                   | 1436            | 3361              | 708                 |                 |                   |                     |                |                   |                     |
| Bellevue                                 | 454             | 552               | 472                 |                 |                   |                     |                |                   |                     |
| Burien                                   | 414             | 552               | 472                 |                 |                   |                     |                |                   |                     |
| Covington                                | 298             | 714               | 236                 |                 |                   |                     |                |                   |                     |
| Des Moines                               | 670             | 685               | 472                 |                 |                   |                     |                |                   |                     |
| Federal Way                              | 1602            | 3086              | 708                 |                 |                   |                     |                |                   |                     |
| Issaquah                                 | 134             | 157               | 118                 |                 |                   |                     |                |                   |                     |
| Kenmore                                  | 78              | 49                | 49                  |                 |                   |                     |                |                   |                     |
| Kent                                     | 3350            | 5630              | 944                 |                 |                   |                     |                |                   |                     |
| Kirkland                                 | 109             | 90                | 90                  |                 |                   |                     |                |                   |                     |
| Mercer Island                            | 0               | 0                 | N/A                 |                 |                   | N/A                 |                |                   | N/A                 |
| Redmond                                  | 132             | 845               | 708                 |                 |                   |                     |                |                   |                     |
| Renton                                   | 1265            | 2241              | 708                 |                 |                   |                     |                |                   |                     |
| Sammamish                                | 74              | 74                | 74                  |                 |                   |                     |                |                   |                     |
| SeaTac                                   | 677             | 1139              | 472                 |                 |                   |                     |                |                   |                     |
| Shoreline                                | 135             | 265               | 236                 |                 |                   |                     |                |                   |                     |
| Tukwila                                  | 581             | 1069              | 472                 |                 |                   |                     |                |                   |                     |
| Seattle                                  | 4894            | 6648              | N/A                 |                 |                   | N/A                 |                |                   | N/A                 |
| Other KC                                 | 371             | 491               | N/A                 |                 |                   | N/A                 |                |                   | N/A                 |
| Outside KC                               | 423             | 411               | N/A                 |                 |                   | N/A                 |                |                   | N/A                 |
| Unknown                                  | 97              | 81                | N/A                 |                 |                   | N/A                 |                |                   | N/A                 |
| <b>TOTAL</b>                             | <b>17194</b>    | <b>28140</b>      | <b>6939</b>         | <b>0</b>        | <b>0</b>          | <b>0</b>            | <b>0</b>       | <b>0</b>          | <b>0</b>            |

If 2025 projected services are significantly different than those actually provided in 2023, or if your cost per service unit varies between cities, please explain.

We propose a cost per service unit of \$10,000/236 service units, based on our 2023 contract with the City of Renton. This cost varies for the cities of Kenmore, Kirkland, and Sammamish as our footprint in those cities is not yet well-established. We are requesting \$5000 from each of those cities to conduct outreach and try to increase awareness of our services in those communities.



|               | Residents   |                |                  |
|---------------|-------------|----------------|------------------|
|               | 2023 Actual | 2025 Projected | 2025 City Funded |
| Auburn        | 186         | 219            | 108              |
| Bellevue      | 61          | 47             | 47               |
| Burien        | 63          | 83             | 72               |
| Covington     | 42          | 54             | 36               |
| Des Moines    | 60          | 66             | 66               |
| Federal Way   | 206         | 238            | 108              |
| Issaquah      | 26          | 33             | 18               |
| Kenmore       | 9           | 13             | 13               |
| Kent          | 447         | 601            | 144              |
| Kirkland      | 26          | 31             | 31               |
| Mercer Island | 0           | 0              | N/A              |
| Redmond       | 20          | 25             | 25               |
| Renton        | 188         | 210            | 108              |
| Sammamish     | 21          | 17             | 17               |
| SeaTac        | 86          | 90             | 72               |
| Shoreline     | 25          | 28             | 28               |
| Tukwila       | 64          | 82             | 72               |
| Seattle       | 695         | 767            | N/A              |
| Other KC      | 60          | 59             | N/A              |
| Outside KC    | 86          | 60             | N/A              |
| Unknown       | 60          | 31             | N/A              |
| <b>TOTAL</b>  | <b>2431</b> | <b>2756</b>    | <b>965</b>       |

# Open Doors for Multicultural Families

**Linked Applicant** : info@opendoorswa.org

## Agency Information

Please review agency profile and make sure all information is current.

**Agency Name** : Open Doors for Multicultural Families

**EIN #** : 271206272

**DUNS #** : 962130972

CEO/Executive Director

**Name** : Ginger Kwan

**Email** : gingerk@multiculturalfamilies.org

**Phone** : 206-372-1072

**Agency Main Office Address** : 24437 Russell Rd. Ste. 110

**City** : Kent

**State** : US-WA

**Zip** : 98032

**Please describe the services provided by the agency.** : Open Doors for Multicultural Families provides individualized, one-on-one systems navigation and special education support for culturally and linguistically diverse families of loved ones with developmental and intellectual disabilities and special health care needs. We also provide programs for parents of children with special needs aged 0-6, programs for youth with disabilities aged 5-24, and advocacy programs for adult self-advocates and parents.

**2023 Actual Budget** : \$2,264,607

**2025 Estimated Budget** : \$3,603,483

**What percentage of your agency leadership identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 0.00

**What percentage of your board identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 0.00

## Document Uploads

**Most recent audit or financial review** : dummy file.docx

**If there were any significant deficiencies or findings, upload management's corrective action plan.** :

**Most recent agency budget to actuals or financial statement.** : dummy file.docx

**List of current board of directors** : dummy file.docx

**Non-discrimination policy** : ODMF Non-Discrimination Policy.docx

**IRS tax determination letter** : ODMF\_501c3 letter.pdf

# Insurance Information

**We certify that if our agency is awarded funds, we are able to meet city-specific insurance requirements. : Yes**

**Certificates of Insurance (Current Awardees only) :** Cert of Insurance\_Kent 5.15.19.pdf

**Expiration Date of Certificates of Insurance :**

*Created by : integrations+23320@zenginehq.com*

*Record ID # : 5458505*

*Last change : 2024-04-05T16:11:45+0000*

# Orion Industries - Employment Services Programs

Linked Agency Profile : Orion Industries

Program Name : Employment Services Programs

## Grant Request and Brief Budget Overview

Detailed budget information will be required to be completed and uploaded in the Program and Budget Upload.

**Check all the cities to which you are applying. :**

Auburn

Des Moines

Federal Way

Kent

Renton

SeaTac

**Auburn 2023 Awarded Amount : \$60,000**

**Auburn 2025 Requested Amount : \$90,000**

**Des Moines 2023 Awarded Amount : \$0**

**Des Moines 2025 Requested Amount : \$18,000**

**Federal Way 2023 Awarded Amount : \$18,000**

**Federal Way 2025 Requested Amount : \$36,000**

**Kent 2023 Awarded Amount : \$0**

**Kent 2025 Requested Amount : \$42,000**

**Renton 2023 Awarded Amount : \$12,000**

**Renton 2025 Requested Amount : \$18,000**

**SeaTac 2023 Awarded Amount : \$0**

**SeaTac 2025 Requested Amount : \$18,000**

**(\$)Total Requests to All Cities : 222000**

**2023 Total Program Budget (Actual) : \$2,015,098**

**2025 Total Program Budget (Projected) : \$2,619,628**

**If there is a significant increase (more than 10%) in the 2025 proposed budget, please check all that apply. :**

Serving additional clients

Increased cost to deliver services

## Program Information

**Describe your program in a brief phrase or one short sentence (e.g., emergency shelter for men, domestic violence support for Asian survivors, mental health services for children and youth).** : Orion provides transitional training for low-income individuals with disabilities or barriers to employment.

Program Contact

**Name :** Kathy Powers

**Email :** kathy.powers@orionworks.org

**Phone :** 2534587621

## Program Description

**What specific, emerging, and/or unique issue is the community you serve facing?** : Orion helps marginalized individuals stabilize their lives, build marketable skills, and develop a work history so they can sustain themselves and their families. We provide a solution to Puget Sound residents battling poverty, chronic unemployment, and dependency on public assistance, to help create an economy that works for everyone. WA State Employment Security Department reports that King County is experiencing the lowest unemployment rates in Washington at 4.4%. That's good news for the region but means little to our neighbors who want to work yet continue to be overlooked for jobs. Exclusion from the workforce leaves them feeling confused, frustrated, discouraged, and dependent on government assistance to meet their basic needs. Orion's training programs provide solid work and learning experiences to prepare individuals for careers in the manufacturing industry, custodial careers, and in office environments. Beginning with paid transitional employment, we provide connections to crucial wrap-around support such as legal assistance, housing, childcare, transportation, and counseling. We create jobs, improve lives, and decrease taxpayer costs by reducing rates of incarceration, recidivism, and homelessness while simultaneously improving long-lasting stability for our neighbors. Our program leads to greater economic security and mobility for residents and yields a social return on investment of \$2.23 in benefits for every \$1.00 invested. On February 22, 2024, the US Bureau of Labor Statistics stated, "In 2023, across all levels of education, people with a disability were much less likely to be employed than their counterparts with no disability." Labor Statistics data shows that in 2023, 62.9% of Americans with disabilities aged 16-64 were unemployed, compared to 25% of people without disabilities. Their lack of participation in work and lower average wages means they are more likely to live in poverty. The Seattle King County Workforce Development Council reports that poverty is more prevalent in South King County. The highest poverty rates in these cities are Auburn 9.5%; Federal Way 14%; Kent 16%; Des Moines 8.6%; SeaTac 10.2%; Renton is 12.7%. Our South Sound residents are disproportionately impacted by poverty, and many are seeking a path toward stability. In the coming year we will assist over 400 aspiring individuals in building self-confidence and gaining marketable skills necessary to achieve their goals. Individuals interested in Orion's programs seek support to enter or re-enter the workforce, and we have over 65 years of experience providing these services effectively. Our strategy to provide wholistic assistance through job training and case management services aligns with the city-specific plans to increase economic opportunities and foster self-sufficiency for residents. In fact, we believe that success in employment alleviates many of the largest challenges facing our communities, such as homelessness, health, and hunger.

**Describe your proposed program. Include details on the services provided, how and who will deliver these services.** : Orion believes that everyone should have the opportunity to work. We provide valuable job skills training in technical and soft skills, vocational counseling, case management, job placement services, and job retention. We provide comprehensive and individualized support through transitional employment programs within our top-tier Aerospace Manufacturing Business. Benefits to participants include increased financial stability, barrier management support, stable employment, and improved self-esteem. Trained mentors provide on-the-job instruction, while Vocational Rehabilitation Counselors provide 1:1 counseling and case management. Participants

enroll on a first-come, first-served basis, and we maintain a waitlist when needed. The average time from tour to enrollment is two weeks. We can accommodate 48 individuals across all programs and continually enroll new participants with no fees and minimal entry requirements. The average program length is under six months. Orion offers three paid training pathways: Manufacturing, Custodial, and Administrative. Each program provides a chance to build confidence through hands-on experience in a supportive environment based on individual ability. Every participant will gain proficiency in the soft skills of employment, such as punctuality, communication, teamwork, etc. In the manufacturing program, participants learn skills utilized in aerospace production and manufacturing, learning on actual work statements alongside mentors. Participants in custodial training will learn general office/floor/restroom cleaning techniques. Participants in our administrative training program will gain experience in reception, manufacturing administration, or HR duties. We also offer a Clerical Customer Service program that utilizes self-directed, audio, visual, and group formats for learning basic computing, keyboarding, Microsoft Office Suite, and customer service skills. We provide a daily stipend in this program. All participants are assigned a vocational counselor (VC) who provides case management and vocational counseling and conducts performance reviews. VCs continuously monitor progress and provide feedback, aid in identifying strengths and barriers, and guide participants in soft skill development. VCs address support needs, identify resources, and assist in job goal creation. VCs assist as needed if financial, educational, legal, or disability-related issues are identified. After demonstrating job readiness, participants transition to job placement services. They work 1:1 with an Orion Job Developer (JD) on activities such as responding to employment vacancies, resume building, and interviewing skills. JDs evaluate every employer's culture and work environment to ensure an appropriate match for current job seekers. Once a participant attains employment, we initiate job retention services, ensuring a smooth transition to the position. These services may include supporting the individual, the employer, or both parties.

**Who will be served by this program?** : Of the 335 residents Orion served in our training programs in 2023, 86% reported a disability, 62% reported a second, and 39% reported a third disabling condition. The primary disabilities reported include Mental Health or Behavioral Health barriers such as Anxiety, Depression, Post Traumatic Stress Disorder, and Neurological obstacles such as severe ADHD, Learning Disorders, Autism Spectrum Disorder, and Traumatic Brain Injuries. Often, people have not been formally diagnosed with a disability or don't identify as disabled, so they do not seek support through traditional disability systems. Nevertheless, a history of substance use, anxiety, depression, and other undiagnosed conditions factor into their ability to sustain employment. Educational gaps, justice involvement, and housing instability frequently compound these disabilities. Last year, 90% of our participants qualified as "very low income" based on HUD standards, and 100 individuals reported being unstably housed. Over 75% of our Program Participants received public assistance benefits, 40% received special education services during school, and 28% reported having some level of justice involvement. While we serve a large population of people experiencing disability, we welcome every person who has difficulty obtaining employment. Our service area is geographically expansive, and as funded, we will intensify outreach into new cities to help more residents access living-wage careers.

**How do clients hear about the services or the work that you provide?** : Individuals hear about Orion's services through several channels because our staff are integrated into the communities we serve. Connecting with organizations in King, Pierce, and Snohomish counties is part of our standard recruiting effort. Our Intake and Outreach Coordinator attends career, resource, and job fairs, and actively recruits through the Department of Social and Human Services, Division of Vocational Rehabilitation, Department of Corrections, WorkSource, social service nonprofits, community courts, and clean and sober living providers, high schools, and food banks. Orion maintains ongoing partnerships with local service providers and community organizations, including those specializing in providing behavioral and mental health, legal services, substance use and abuse treatment, and those that provide food, housing, and GED assistance. Additionally, staff members participate in community committees with representatives from other organizations, including the city, health and childcare providers, libraries, educators, and employers. Previous participants, their relatives, and friends often refer individuals to Orion's programs for the

opportunity to gain skills, build self-confidence, and attain financial stability through employment. Over 20% of individuals Orion supported learned about services through word of mouth. Additionally, Orion has an online presence via a website and various social media platforms, and we regularly post flyers in community spaces.

## Program Impact

**How is your organization working to address disparities based on race, gender, income, and other factors within your organization and in the services you provide? What changes or impacts have you seen as a result of your efforts?** : Orion Training and Employment staff receive training in trauma-informed care and participate in diversity, equity, and inclusion training. Our staff are trained, experienced, and practiced in supporting neurodiverse or vulnerable individuals and those from various socioeconomic and cultural backgrounds. We seek to improve access to living-wage careers for BIPOC, LGBTQ+, disabled, and other marginalized communities that have historically been excluded from the aerospace manufacturing sector. Reflecting an increase of 15% over last year, 57% of people we served did not identify as Caucasian/White, and we have been purposeful in our outreach to more diverse communities. Orion staff gain cultural awareness by listening, learning, and asking questions. We use interpreter or translation services to ensure understanding when language barriers exist. As an organization, we are committed to improving the diversity of our leadership and staff. Thirty-two percent of our staff and 25% of management roles are filled by people of color or those who identify as members of a minority group. We have embarked on succession planning practices that will expand on leadership diversity. Orion's internal DEI committee works to identify and propose suggestions for improvement in organizational practices with equity at the forefront. The committee will engage a DEI expert to provide additional education in the coming year. Our organization's board leadership includes minority and female representation and a diversity of ages, ethnicities, and experiences. Orion will continue to recruit new board members, and including those with lived experience has been at the forefront of recruitment efforts. We are diligently exploring ways to integrate our community into the fabric of our work to ensure we meet their needs.

Outcome measures should reflect how the unique services you provide improve the lives of your clients. As you prepare your outcomes, start thinking about what impacts of your services you are most proud of.

Outcomes should measure the percentage of people you serve who experience a desired improvement. This should be based on data, not anecdotal evidence or guesses. Outcomes measure the quality of your programs and services, not the quantity of services delivered.

[Questions? Watch this 5-minute video tutorial and/or contact city staff.](<https://bit.ly/3OGDZ8F>)

Outcome Measure 1:

**The desired result of engaging with your program or service is:** : City residents will receive vocational counseling, assessment and training services (Case Management)

**The percentage of clients who will achieve this result is:** : 0.85

**How we collect the outcome data (e.g., annual satisfaction survey, 3-month phone follow-up):** : Individuals enrolled in one of Orion's training programs will develop a vocational plan with an Orion Vocational Counselor. Goals may focus on specific skills to be achieved (i.e., type 45 words per minute), soft skills to be achieved (i.e., attending work daily for six consecutive weeks), case management/life need (i.e., getting a driver's license or GED), or vocational discovery (i.e., assessment of skill and interest by working in 3 manufacturing areas). We will measure participants' success toward increased self-sufficiency by determining whether they have achieved at least one vocational goal identified in their vocational plan or obtained community employment. The expected result is that 85% will achieve success toward this outcome. We measure these accomplishments through goals within our case management system, and mentor reviews for on-the-job performance. Participant evaluation forms are completed by mentors weekly and areas for improvement are documented.

**Only one measure of program success (i.e., Outcome) is required. Do you have a second outcome?** : Yes

Outcome Measure 2:

**The desired result of engaging with your program or service is:** Residents will be supported in placement services with the goal of locating community jobs.

**The percentage of clients who will achieve this result is:** 0.70

**How we collect the outcome data (e.g., annual satisfaction survey, 3-month phone follow-up):** Orion strives to match participants to positions in which we are confident they can be successful long-term. We seek positions within sectors that promise wage progression, benefits, and stability, with starting wages at 20% above the WA State minimum wage. The average beginning wage a participant earns in their first job after our program is currently \$20.75 per hour, nearly four dollars per hour above the current minimum wage, providing a path to self-sufficiency. Our job developers maintain a network of over 50 employers who have partnered with us for many years. JDs continuously build relationships with local employers to identify companies that provide a supportive work environment and business culture that promotes equity. We collect employment data through case notes, documenting place of employment, hire date, wage, and expected number of hours worked per week. This data is updated during the first 90 days of job retention services if changes occur.

## Program Accessibility

**What percentage of your staff identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** 0.25

**All program facilities are accessible to individuals with disabilities according to the ADA Accessibility Guidelines.** Yes

**This program provides services in office location(s) in these cities:**

Auburn

Other(s)

**Please list:** Mukilteo

**This program is accessible in terms of transportation:**

Close public transportation

Provide transportation vouchers

Program staff travels to clients

**This program strives to accommodate client schedules:**

Evenings

Early Morning

Other

**If this program has other or no schedule accommodations, please explain:** Orion offers day and swing shifts, part-time and full-time hours, and flexible start times when appropriate.

**The program is accessible in terms of language (offering translation and interpretation services). In what ways is your program accessible in terms of languages?**

Translated materials

Program and/or agency staff speaks languages other than English

Interpretation on demand



ASL

## Additional Information

Several cities anticipate making Community Development Block Grant (CDBG) funds available. CDBG funds are federal monies that require additional recordkeeping, financial tracking, and reporting processes. Please check the City Specific Information Sheets to contact cities if you have questions.

**Is your agency willing and able to accept CDBG funds? :** Yes

**Any other information that you would like to share that would help in making a funding decision? :** The Workforce Training and Education Board recognizes Orion as a non-degree certificate program. Tuition for our program comes from an assessment derived from double bottom-line calculations, which determined that it takes over \$6000 to support a participant in our program. We currently receive fee-for-service support (Division of Vocational Rehabilitation, Veterans Administration, etc.) for less than 25% of the individuals we support, which means that Orion bears the remainder (75%) of the cost of training. We provide services for individuals from other cities through grant writing, fundraising, and business revenue. Our CDBG intake questionnaire identifies both disability and income qualifications to determine presumed eligibility for CDBG funding. Over 93% of participants qualify under these criteria annually. In 2023, Orion supported 67 Auburn, 4 Des Moines, 19 Federal Way, 29 Kent, 2 SeaTac, and 6 Renton residents. After DVR, VA, Human Services and CDBG funding, Orion contributed \$241,500 for Auburn, \$18,000 for Des Moines, \$72,000 for Federal Way, \$130,500 for Kent, \$9,000 for SeaTac, and \$15,000 for Renton residents. In 2023, Orion provided approximately \$486,000 in training, and Human Services or CDBG funding provided \$85,500 to support residents in these cities. Based on increased outreach and enrollment projections, we ask each city's Human Services Commission to reserve a minimum of \$18,000 in funding to help its residents secure a more stable future.

## Additional Required Documents

To access training materials and required template for upload, please go to [www.share1app.org/application](http://www.share1app.org/application).

**Program and Budget Detail Attachment :** 2025-26 Program and Budget Upload-Orion.xlsx

## Certification Statement and Submission

**I have reviewed, understand, and am prepared to comply with city-specific minimum requirements should this program receive funding. :** Yes

I have the authority and hereby certify that the information contained in this application and the accompanying documents are true, that all financial documents have been reviewed for accuracy, and that the application is made with the knowledge and proper authorization of the organization. The application, if funded, may be included in a contracting process. As this application is made to one or more government entities, I understand this is a government document that is subject to applicable laws regarding disclosure. In typing my name below, I hereby agree with this certification statement. I understand that this is the same as my printed signature at this time.

**Authorized Signer :** Kathy Powers

**Record Label :**

**Category :** Employment & Education

**Subcategory :** employment

**Created by :** *integrations+38430@zenginehq.com*

*Record ID # : 63357256*

*Last change : 2024-04-08T19:29:42+0000*

Budget

| REVENUES   | 2023 Awarded       | 2025 Requested     | Difference % | EXPENSES                                   | 2023 Actual        | 2025 Projected     | Cities' Share    |
|--|--------------------|--------------------|--------------|--|--------------------|--------------------|------------------|
| Auburn   | \$60,000           | \$90,000           | 50%          | Salaries/Wages                             | \$1,009,005        | \$1,311,707        | \$222,000        |
| Bellevue   | \$0                | \$0                |              | Benefits                                   | \$143,523          | \$186,580          |                  |
| Burien   | \$0                | \$0                |              | Admin/Indirect                             | \$685,244          | \$890,818          |                  |
| Covington  | \$0                | \$0                |              | Depreciation                               | \$27,521           | \$35,778           |                  |
| Des Moines   | \$0                | \$18,000           |              | Direct Aid to Clients                      |                    | \$0                |                  |
| Federal Way  | \$18,000           | \$36,000           | 100%         | Equipment/Supplies/Office                  | \$24,636           | \$32,027           |                  |
| Issaquah   | \$0                | \$0                |              | Insurance                                  | \$0                | \$0                |                  |
| Kenmore  | \$0                | \$0                |              | Postage/Shipping                           | \$0                | \$0                |                  |
| Kent   | \$0                | \$42,000           |              | Printing/Advertising                       | \$0                | \$0                |                  |
| Kirkland   | \$0                | \$0                |              | Professional Services/Dues/Fees            | \$35,694           | \$46,402           |                  |
| Redmond  | \$0                |                    |              | Rent and Utilities                         | \$5,096            | \$6,625            |                  |
| Renton   | \$12,000           | \$18,000           | 50%          | Repair/Maintenance                         | \$0                | \$0                |                  |
| Sammamish  | \$0                | \$0                |              | Telecommunications                         | \$0                | \$0                |                  |
| SeaTac   | \$0                | \$18,000           |              | Travel and Training                        | \$84,378           | \$109,691          |                  |
| Shoreline  | \$0                | \$0                |              | In-Kind*                                   | \$0                | \$0                |                  |
| Tukwila  | \$0                | \$0                |              | Other*                                     | \$0                | \$0                |                  |
| <b>Subtotal</b>  | <b>\$90,000</b>    | <b>\$222,000</b>   | <b>147%</b>  | <b>Total</b>                               | <b>\$2,015,098</b> | <b>\$2,619,628</b> | <b>\$222,000</b> |
|  |                    |                    |              | 2023 to 2025 Budget Difference (%)         |                    | 30%                |                  |
| County government funds  | \$823,701          | \$964,861          | 17%          | Total # of paid FTEs:                      |                    | 18                 |                  |
| State/federal government   | \$475,805          | \$765,972          | 61%          | Total # of unpaid FTEs (if volunteer-run): |                    | 0                  |                  |
| Foundations  | \$75,883           | \$126,270          | 66%          |  |                    |                    |                  |
| Corporations   | \$9,700            | \$31,625           | 226%         | Surplus/deficit 2025 explanation           |                    |                    |                  |
| Private funds  | \$2,666            | \$3,680            | 38%          |  |                    |                    |                  |
| Fundraising  | \$30,346           | \$44,160           | 46%          |  |                    |                    |                  |
| In-Kind*   | \$501,027          | \$446,059          | -11%         |  |                    |                    |                  |
| Other*   | \$5,970            | \$15,000           | 151%         |  |                    |                    |                  |
| <b>Subtotal</b>  | <b>\$1,925,098</b> | <b>\$2,397,628</b> | <b>25%</b>   |  |                    |                    |                  |
| <b>TOTAL</b>   | <b>\$2,015,098</b> | <b>\$2,619,628</b> | <b>30%</b>   |  |                    |                    |                  |
| *In-kind or other revenue explanation (if applicable)  |                    |                    |              |  |                    |                    |                  |
| In Kind revenue is support from our Manufacturing Division to support direct services of participants. |                    |                    |              |  |                    |                    |                  |

Service Units

|                   | Service Unit 1  |                |                  | Service Unit 2   |                |                  | Service Unit 3 |                |                  |
|-------------------|---|----------------|------------------|--|----------------|------------------|----------------|----------------|------------------|
| Name              | Employment Services   |                |                  | Employment Services  |                |                  |                |                |                  |
| Measurement       | Individual  |                |                  | Individual   |                |                  |                |                |                  |
| Brief Description | Individuals will enroll in one of Orion's programs will develop a vocational plan with an Orion Vocational Counselor. |                |                  | Residents will be supported in placement services with the goal of locating community job. |                |                  |                |                |                  |
|                   | 2023 Actual   | 2025 Projected | 2025 City Funded | 2023 Actual  | 2025 Projected | 2025 City Funded | 2023 Actual    | 2025 Projected | 2025 City Funded |
| Auburn            | 66  | 84             | 15               | 33   | 64             | 11               |                |                |                  |
| Bellevue          | 1   | 1              |                  | 1  | 1              |                  |                |                |                  |
| Burien            | 4   | 4              |                  | 0  | 3              |                  |                |                |                  |
| Covington         | 1   | 1              |                  | 1  | 1              |                  |                |                |                  |
| Des Moines        | 4   | 6              | 3                | 4  | 5              | 2                |                |                |                  |
| Federal Way       | 18  | 21             | 6                | 13   | 18             | 4                |                |                |                  |
| Issaquah          | 0   | 1              |                  | 1  | 1              |                  |                |                |                  |
| Kenmore           | 3   | 3              |                  | 1  | 2              |                  |                |                |                  |
| Kent              | 30  | 31             | 7                | 10   | 25             | 5                |                |                |                  |
| Kirkland          | 1   | 1              |                  | 0  | 1              |                  |                |                |                  |
| Mercer Island     | 0   | 0              | N/A              | 0  | 0              | N/A              |                |                | N/A              |
| Redmond           | 0   | 0              |                  | 0  | 0              |                  |                |                |                  |
| Renton            | 6   | 7              | 3                | 3  | 6              | 2                |                |                |                  |
| Sammamish         | 0   | 0              |                  | 0  | 0              |                  |                |                |                  |
| SeaTac            | 2   | 6              | 3                | 2  | 5              | 2                |                |                |                  |
| Shoreline         | 2   | 2              |                  | 1  | 2              |                  |                |                |                  |
| Tukwila           | 2   | 3              |                  | 0  | 3              |                  |                |                |                  |
| Seattle           | 4   | 7              | N/A              | 5  | 6              | N/A              |                |                | N/A              |
| Other KC          | 18  | 18             | N/A              | 10   | 14             | N/A              |                |                | N/A              |
| Outside KC        | 150   | 210            | N/A              | 54   | 149            | N/A              |                |                | N/A              |
| Unknown           | 1   | 1              | N/A              | 1  | 1              | N/A              |                |                | N/A              |
| <b>TOTAL</b>      | <b>313</b>  | <b>407</b>     | <b>37</b>        | <b>140</b>   | <b>307</b>     | <b>26</b>        | <b>0</b>       | <b>0</b>       | <b>0</b>         |

If 2025 projected services are significantly different than those actually provided in 2023, or if your cost per service unit varies between cities, please explain.

|  |
|--|
|  |
|--|

Residents

|               | Residents   |                |                  |
|---------------|-------------|----------------|------------------|
|               | 2023 Actual | 2025 Projected | 2025 City Funded |
| Auburn        | 67          | 87             | 15               |
| Bellevue      | 1           | 2              |                  |
| Burien        | 4           | 5              |                  |
| Covington     | 1           | 1              |                  |
| Des Moines    | 4           | 6              | 3                |
| Federal Way   | 19          | 24             | 6                |
| Issaquah      | 1           | 1              |                  |
| Kenmore       | 3           | 4              |                  |
| Kent          | 29          | 35             | 7                |
| Kirkland      | 1           | 1              |                  |
| Mercer Island | 0           | 0              | N/A              |
| Redmond       | 0           | 0              |                  |
| Renton        | 6           | 8              | 3                |
| Sammamish     | 0           | 0              |                  |
| SeaTac        | 2           | 6              | 3                |
| Shoreline     | 2           | 3              |                  |
| Tukwila       | 2           | 3              |                  |
| Seattle       | 6           | 8              | N/A              |
| Other KC      | 15          | 20             | N/A              |
| Outside KC    | 168         | 215            | N/A              |
| Unknown       | 2           | 2              | N/A              |
| <b>TOTAL</b>  | <b>333</b>  | <b>431</b>     | <b>37</b>        |

# Orion Industries

**Linked Applicant :** kathy.powers@orionworks.org

## Agency Information

Please review agency profile and make sure all information is current.

**Agency Name :** Orion Industries

**EIN # :** 910727076

**DUNS # :** 044591196

CEO/Executive Director

**Name :** Jerry Chase

**Email :** jerry.chase@orionworks.org

**Phone :** 253-661-7805

**Agency Main Office Address :** 1590 A Street NE

**City :** Auburn

**State :** US-WA

**Zip :** 98002

**Please describe the services provided by the agency. :** Orion is a social enterprise that supports individuals who have traditionally been excluded from the workforce. Through the operation of our manufacturing businesses in Auburn and Mukilteo, our long term Supported Employment services in Mukilteo, and training programs, individuals receive the support they need to connect with work. Our services include case management to address barriers / obstacles, vocational assessment to identify a vocational path, skills training in our business and training programs and job placement and job retention assistance in partnership with local businesses. The populations we support target those who are low income and/or who have disabilities. These barriers are compounded by educational barriers, justice involvement, addiction and homelessness. Our goal is to provide the right support to allow individuals to find career pathways and achieve self-sufficiency.

**2023 Actual Budget :** \$31,046,000

**2025 Estimated Budget :** \$36,000,000

**What percentage of your agency leadership identifies as Black, Indigenous, and/or Person of Color (BIPOC)?**  
: 25.00

**What percentage of your board identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 11.00

## Document Uploads

**Most recent audit or financial review :** 2022 Orion Audit Report.pdf

**If there were any significant deficiencies or findings, upload management's corrective action plan. :**

**Most recent agency budget to actuals or financial statement. :** 2024-02\_FebruaryFinancials\_Powers.xlsx

**List of current board of directors :** 2024 Orion Board of Directors.docx

**Non-discrimination policy** : EEO Statement - Orion.docx

**IRS tax determination letter** : OrionIndustries\_EmploymentServices\_501C3 IRS Determination Letter 2013-12-12.pdf

## **Insurance Information**

**We certify that if our agency is awarded funds, we are able to meet city-specific insurance requirements. :**

Yes

**Certificates of Insurance (Current Awardees only)** : Orion Certificates of Insurance.pdf

**Expiration Date of Certificates of Insurance** : 2024-07-15

# Pacific Islander Community Association of WA - Pacific Islander Community Association of Washington

**Linked Agency Profile :** Pacific Islander Community Association of WA

**Program Name :** Pacific Islander Community Association of Washington

## Grant Request and Brief Budget Overview

Detailed budget information will be required to be completed and uploaded in the Program and Budget Upload.

**Check all the cities to which you are applying. :**

Auburn

Burien

Federal Way

Kent

SeaTac

Tukwila

**Auburn 2023 Awarded Amount : \$0**

**Auburn 2025 Requested Amount : \$50,000**

**Burien 2023 Awarded Amount : \$0**

**Burien 2025 Requested Amount : \$25,000**

**Federal Way 2023 Awarded Amount : \$0**

**Federal Way 2025 Requested Amount : \$75,000**

**Kent 2023 Awarded Amount : \$0**

**Kent 2025 Requested Amount : \$50,000**

**SeaTac 2023 Awarded Amount : \$0**

**SeaTac 2025 Requested Amount : \$25,000**

**Tukwila 2023 Awarded Amount : \$0**

**Tukwila 2025 Requested Amount : \$15,000**

**(\$)Total Requests to All Cities : 240000**

**2023 Total Program Budget (Actual) : \$210,000**

**2025 Total Program Budget (Projected) : \$240,000**

**If there is a significant increase (more than 10%) in the 2025 proposed budget, please check all that apply. :**

Meeting new/increased community need

Serving additional clients

Increased cost to deliver services



## Program Information

**Describe your program in a brief phrase or one short sentence (e.g., emergency shelter for men, domestic violence support for Asian survivors, mental health services for children and youth).** : PICA is a State-wide NHPI serving organization, We provide culturally relevant support in basic needs (housing/food security/wellness services) for NHPI communities and families including program support for youth and elder populations.

Program Contact

**Name :** Sili Savusa

**Email :** sili@picawa.org

**Phone :** 2066865221

## Program Description

**What specific, emerging, and/or unique issue is the community you serve facing?** : The Pacific Islander Community Association of Washington (PICA-WA) is an organization that seeks to live out the indigenous values of Pasifika (NH/PI) communities here in Washington State. Our mission is threefold: establish a cultural home, center community power, and further the wellness of our communities physically, culturally, socially and spiritually. PICA-WA serves NH/PI peoples, Melanesian, Polynesian, and Micronesian and identify as Native Hawaiian, Samoan, Chamorro, Tongan, Marshallese, Chuukese, Fijian, Kosraean, Palauan, Yapese, Pohnpei and more. Our Pasifika peoples range from U.S. citizen to undocumented and COFA resident to U.S. national and refugee. We are indigenous, Queer and Trans, youth and Elders, serving in the U.S. military at the one of the highest rates. Many in our community are working class, low income and have experienced houselessness or incarceration directly or within their family. Many of our community members are also Medicaid enrollees. During the early months of the pandemic, we were ONE OF THREE NHPI serving agencies in King County and only one in the State. We believe that relationships with state and local health departments alongside the community is the only way to serve our people. We were successfully able to put on the first community-based vaccine clinic in Feb. 2021 and vaccinate over 10,000 NH/PI in 2021. Since then, we have been able to grow and expand our work to further meet the wider needs of our community, addressing social and cultural determinants of health, addressing basic needs, working to support our youth, addressing the needs of houseless and homeless prevention of NHPI communities, increasing food security among other areas critical to providing support and leadership of NHPI recognizing that our culture is a part of everything that we do and are, and that the social determinants of health framework missed an absolute – while also advocating for systems changes which will allow our communities to thrive. Our Pasifika culture and healing traditions are laced throughout everything we do and in this, the clear intention to both create restoration of our indigenous knowledge and ways of being, and also create new solutions within the systems which we live in now. These systems were not built for us. It is both our job to identify systemic barriers which plague us and remove those barriers, but also to dream of new possibilities and solutions which have not been tried before. We believe in anti-racist approaches to the work which results in authentic relationships centered on trust and accountability.

**Describe your proposed program. Include details on the services provided, how and who will deliver these services.** : We want to broaden and support our following programming: • Pasifika Food NETworks, which was established to combat the devastating impacts of food insecurity experienced by our NH/PI communities, provides region-specific access to culturally appropriate foods in areas that we serve. We serve over 1,000 families monthly throughout King County and will offering wraparound services any community member who is in need. • Pasifika Wellness Clinic serves as a hub of resources and services offered through partnerships established with local providers and organizations focused on supporting us in furthering the holistic wellness of our Pasifika community. • Our Family Wellness Navigation program is modeled after “family support” principles and practices that are culturally relevant and culturally safe. We are committed to addressing social determinants of health, but we are also focused on areas connected to health which includes access to housing, transportation, food, social belonging, employment and education as well as for us, our absolute, which is culture. Wellness Navigation also focuses on the cultural stewardship of our

elders through providing elder social support services through our Cultural Weavers program. Cultural Weavers is PICA-WA's elderly engagement program that focuses on providing our treasured Pasifika elders with a space to engage in thoughtful programming in an environment that provides love, dignity and safety. Currently, we have over 100 elder participants that come from all over King County to our office in Federal Way once a week. • Pasifika Wayfinders celebrates the leadership of our Pasifika youth through honoring their traditional roles as Wayfinders. Pasifika Wayfinders centers the leadership of our Pasifika youth through peer advocacy and speaking truth to power. From advocating to end youth homelessness and youth detention, to creating wellness spaces to address mental health challenges experienced by their peers, Pasifika Wayfinders are our change agents in our community. We believe that our work is two-pronged. In addition to our direct services, we also engage in systems advocacy work recognizing that we cannot do one without the other. We must use what we know to reduce the barriers for our communities. To this end, we convene the Pasifika Village Council of Washington State. We are committed to developing and fighting for policies that reduce barriers for NH/PIs to thrive while creating civic education opportunities to cast a wide net to help NH/PIs politicize their values and their voice. Lastly, 100% of our PICA-WA staff and board identify as NH/PI and/or indigenous. We are women-led and hold intentional spots on our executive staff team for Elders, our community's cultural weavers. We have a team of 17 staff members in King County, of which 13 provide direct services to the community. Administrative support is also critical for successful programming throughout our entire agency.

**Who will be served by this program?** : PICA-WA intends on providing support and/or services to the NHPI populations living and/or residing in the Cities identified in this proposal. Majority of NHPI communities live throughout South King County with large pockets of Marshallese, Samoans, Chuukese and Tongans spread throughout these areas. The Micronesian and Melanesian populations continue to grow throughout the region into other parts of the State.

**How do clients hear about the services or the work that you provide?** : Like many BIPOC networks, the most effective form of communication that happens throughout NHPI communities is through word of mouth. We are known to the broader community because of the PR naturally provided by the families that we serve. We utilize social media to post agency events and activities and have utilized an established Tongan radio station (Voices of the South Pacific) to share information on PICA services, etc. In addition, we rely on partnerships with community groups, NHPI serving agencies, churches, etc. to get information out to broader NHPI communities!

## Program Impact

**How is your organization working to address disparities based on race, gender, income, and other factors within your organization and in the services you provide? What changes or impacts have you seen as a result of your efforts?** : Our community's needs and our visions for a better future are closely intertwined which is why we incorporate upstream solutions in all of our services and programs. We do not just apply band aids to wounds, but we make sure that our elders experience the joy of games, and that our youth, early in their lives, are learning healing protocol and traditions, which are core to Pasifika culture to mediating and mitigating harm. We may not always be able to undo the harms of racism, but we are able to relearn what we already know works for us and resist the colonial programming of white supremacy going forward. This is why we also provide interpretation and translation services, or partner with trusted community members to help us make 15 Pasifika languages available recognizing the high need for language access in our communities and the importance of native speakers being at the front of this work. We believe that the technology that is our Indigenous languages need to be nurtured and perpetuated for generations to come. Through offering services and programs which aligned with everyday experiences of our communities at the systems level, we can work closer to our vision of a thriving Pasifika community. Success and impact mean reaching as many community members and families as possible, mitigating and preventing harm, or addressing harm where it has occurred, and bringing them along on our path forward toward barrier-free systems.

Outcome measures should reflect how the unique services you provide improve the lives of your clients. As you prepare your outcomes, start thinking about what impacts of your services you are most proud of.

Outcomes should measure the percentage of people you serve who experience a desired improvement. This should be based on data, not anecdotal evidence or guesses. Outcomes measure the quality of your programs and services, not the quantity of services delivered.

[Questions? Watch this 5-minute video tutorial and/or contact city staff.](<https://bit.ly/3OGDZ8F>)

Outcome Measure 1:

**The desired result of engaging with your program or service is:** : In 12 months families will have reported improved access to services in the following areas: Basic Needs; Resources for Housing/Homeless Prevention; Increased school attendance and school readiness; access to culturally relevant foods; connection to behavioral/mental health resources that are culturally safe; increased support to NHPI elders resources and services.

**The percentage of clients who will achieve this result is:** : 0.95

**How we collect the outcome data (e.g., annual satisfaction survey, 3-month phone follow-up):** : Because our organization has been participating in efforts regarding health, wellness, youth navigation and elder services, we have gained much experience in collecting data through surveys done through our programs through our case management support and one-to-one visits with families and individuals. We are able to measure demographics but also successes and challenges with reaching goals, follow-up and outreach. All our programs are reviewed quarterly internally for contractual compliance and completion of goals and strategies. Monthly tracking allows these quarterly reviews to be carried out effectively and thoroughly.

**Only one measure of program success (i.e., Outcome) is required. Do you have a second outcome?** : No

## Program Accessibility

**What percentage of your staff identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 1.00

**All program facilities are accessible to individuals with disabilities according to the ADA Accessibility Guidelines.** : Yes

**This program provides services in office location(s) in these cities.** :

Auburn

Burien

Federal Way

Kent

SeaTac

Tukwila

**This program is accessible in terms of transportation.** :

Close public transportation

Provide own transportation services

Provide transportation vouchers

Program staff travels to clients

Services provided by phone or online

**This program strives to accommodate client schedules.** :

Evenings

Early Morning

On Demand and/or Same Day

Holidays

**The program is accessible in terms of language (offering translation and interpretation services). In what ways is your program accessible in terms of languages? :**

Translated materials

Program and/or agency staff speaks languages other than English

Interpretation on demand

## Additional Information

Several cities anticipate making Community Development Block Grant (CDBG) funds available. CDBG funds are federal monies that require additional recordkeeping, financial tracking, and reporting processes. Please check the City Specific Information Sheets to contact cities if you have questions.

**Is your agency willing and able to accept CDBG funds? : Yes**

**Any other information that you would like to share that would help in making a funding decision? :** PICA Wa is the only NHPI serving organization in King County that is doing the type of work in serving an extremely underserved population, which was highlighted during the pandemic. Because of our ability to move with community (as a result of culturally relevant staffing), we have been fortunate to be creative in ways to serve NHPI communities. Our work since our beginning has also had a significant impact on institutions that we work alongside in ensuring better access and relationship building with partners. We are excited about this opportunity in seeing how municipalities can align their work in ways that are meaningful and beneficial to NHPI but just as important the accountability to the broader BIPOC communities throughout King County.

## Additional Required Documents

To access training materials and required template for upload, please go to

[www.share1app.org/application](http://www.share1app.org/application).

**Program and Budget Detail Attachment :** 2025-26 PICA Program and Budget Human Services Grant.xlsx

**Supplemental Question (only if applying to Burien) :** 25.26 Burien extra question.docx

## Certification Statement and Submission

**I have reviewed, understand, and am prepared to comply with city-specific minimum requirements should this program receive funding. : Yes**

I have the authority and hereby certify that the information contained in this application and the accompanying documents are true, that all financial documents have been reviewed for accuracy, and that the application is made with the knowledge and proper authorization of the organization. The application, if funded, may be included in a contracting process. As this application is made to one or more government entities, I understand this is a government document that is subject to applicable laws regarding disclosure. In typing my name below, I hereby agree with this certification statement. I understand that this is the same as my printed signature at this time.

**Authorized Signer :** Sili Savusa

**Record Label :**

**Category :** Community Support & Advocacy

**Subcategory :** family support

*Created by :* integrations+38430@zenginehq.com

*Record ID # :* 63305290

*Last change : 2024-04-08T22:23:47+0000*

| REVENUES                 | 2023             | 2025             | Difference<br>% |
|--------------------------|------------------|------------------|-----------------|
|                          | Awarded          | Requested        |                 |
| Auburn                   | \$0              | \$50,000         |                 |
| Bellevue                 |                  |                  |                 |
| Burien                   | \$0              | \$25,000         |                 |
| Covington                |                  |                  |                 |
| Des Moines               |                  |                  |                 |
| Federal Way              | \$0              | \$75,000         |                 |
| Issaquah                 |                  |                  |                 |
| Kenmore                  |                  |                  |                 |
| Kent                     | \$0              | \$50,000         |                 |
| Kirkland                 |                  |                  |                 |
| Redmond                  |                  |                  |                 |
| Renton                   |                  |                  |                 |
| Sammamish                |                  |                  |                 |
| SeaTac                   | \$0              | \$25,000         |                 |
| Shoreline                |                  |                  |                 |
| Tukwila                  | \$0              | \$15,000         |                 |
| <b>Subtotal</b>          | <b>\$0</b>       | <b>\$240,000</b> |                 |
| County government funds  | \$80,000         |                  |                 |
| State/federal government |                  |                  |                 |
| Foundations              | \$150,000        |                  |                 |
| Corporations             | \$25,000         |                  |                 |
| Private funds            |                  |                  |                 |
| Fundraising              |                  |                  |                 |
| In-Kind*                 |                  |                  |                 |
| Other*                   |                  |                  |                 |
| <b>Subtotal</b>          | <b>\$255,000</b> | <b>\$0</b>       | <b>-100%</b>    |
| <b>TOTAL</b>             | <b>\$255,000</b> | <b>\$240,000</b> | <b>-6%</b>      |

\*In-kind or other revenue explanation (if applicable)

| EXPENSES                        | 2023       | 2025             | Cities'<br>Share |
|---------------------------------|------------|------------------|------------------|
|                                 | Actual     | Projected        |                  |
| Salaries/Wages                  |            | \$77,000         | \$100            |
| Benefits                        |            | \$14,000         | \$100            |
| Admin/Indirect                  |            | \$29,000         | \$100            |
| Depreciation                    |            |                  |                  |
| Direct Aid to Clients           |            | \$120,000        | \$100            |
| Equipment/Supplies/Office       |            |                  |                  |
| Insurance                       |            |                  |                  |
| Postage/Shipping                |            |                  |                  |
| Printing/Advertising            |            |                  |                  |
| Professional Services/Dues/Fees |            |                  |                  |
| Rent and Utilities              |            |                  |                  |
| Repair/Maintenance              |            |                  |                  |
| Telecommunications              |            |                  |                  |
| Travel and Training             |            |                  |                  |
| In-Kind*                        |            |                  |                  |
| Other*                          |            |                  |                  |
| <b>Total</b>                    | <b>\$0</b> | <b>\$240,000</b> | <b>\$400</b>     |

2023 to 2025 Budget Difference (%)

Total # of paid FTEs:

Total # of unpaid FTEs (if volunteer-run):

Surplus/deficit 2025 explanation

This will fund a portion of our case management staff and a percentage of assistance/and support to families.

|                   | Service Unit 1  |                |                  | Service Unit 2   |                |                  | Service Unit 3   |                |                  |
|-------------------|---|----------------|------------------|--|----------------|------------------|--|----------------|------------------|
| Name              | Basic Needs Supplies  |                |                  | Case Management  |                |                  | Financial Aid  |                |                  |
| Measurement       | Household   |                |                  | Individual   |                |                  | Voucher  |                |                  |
| Brief Description | support for food/clothing/infant needs/utility assistance/crisis support for individuals & families |                |                  | youth support/mental health resources/family support/support groups/school readiness |                |                  | Support for homelessness prevention/rental assistance/transportation |                |                  |
|                   | 2023 Actual   | 2025 Projected | 2025 City Funded | 2023 Actual  | 2025 Projected | 2025 City Funded | 2023 Actual  | 2025 Projected | 2025 City Funded |
| Auburn            | 0   | 25000          |                  | 0  | 10000          |                  | 0  | 15000          |                  |
| Bellevue          |   |                |                  |  |                |                  |  |                |                  |
| Burien            | 0   | 5000           |                  | 0  | 15000          |                  | 0  | 5000           |                  |
| Covington         |   |                |                  |  |                |                  |  |                |                  |
| Des Moines        |   |                |                  |  |                |                  |  |                |                  |
| Federal Way       | 0   | 25000          |                  | 0  | 20000          |                  | 0  | 30000          |                  |
| Issaquah          |   |                |                  |  |                |                  |  |                |                  |
| Kenmore           |   |                |                  |  |                |                  |  |                |                  |
| Kent              | 0   | 10000          |                  | 0  | 15000          |                  | 0  | 25000          |                  |
| Kirkland          |   |                |                  |  |                |                  |  |                |                  |
| Mercer Island     |   |                | N/A              |  |                | N/A              |  |                | N/A              |
| Redmond           |   |                |                  |  |                |                  |  |                |                  |
| Renton            |   |                |                  |  |                |                  |  |                |                  |
| Sammamish         |   |                |                  |  |                |                  |  |                |                  |
| SeaTac            | 0   | 5000           |                  | 0  | 15000          |                  | 0  | 5000           |                  |
| Shoreline         |   |                |                  |  |                |                  |  |                |                  |
| Tukwila           | 0   |                |                  | 0  | 10000          |                  | 0  | 5000           |                  |
| Seattle           |   |                | N/A              |  |                | N/A              |  |                | N/A              |
| Other KC          |   |                | N/A              |  |                | N/A              |  |                | N/A              |
| Outside KC        |   |                | N/A              |  |                | N/A              |  |                | N/A              |
| Unknown           |   |                | N/A              |  |                | N/A              |  |                | N/A              |
| <b>TOTAL</b>      | <b>0</b>  | <b>70000</b>   | <b>0</b>         | <b>0</b>   | <b>85000</b>   | <b>0</b>         | <b>0</b>   | <b>85000</b>   | <b>0</b>         |

If 2025 projected services are significantly different than those actually provided in 2023, or if your cost per service unit varies between cities, please explain.

|               | Residents   |                |                  |
|---------------|-------------|----------------|------------------|
|               | 2023 Actual | 2025 Projected | 2025 City Funded |
| Auburn        |             | 30             |                  |
| Bellevue      |             |                |                  |
| Burien        |             | 20             |                  |
| Covington     |             |                |                  |
| Des Moines    |             |                |                  |
| Federal Way   |             | 60             |                  |
| Issaquah      |             |                |                  |
| Kenmore       |             |                |                  |
| Kent          |             | 30             |                  |
| Kirkland      |             |                |                  |
| Mercer Island |             |                | N/A              |
| Redmond       |             |                |                  |
| Renton        |             |                |                  |
| Sammamish     |             |                |                  |
| SeaTac        |             | 20             |                  |
| Shoreline     |             |                |                  |
| Tukwila       |             | 15             |                  |
| Seattle       |             |                | N/A              |
| Other KC      |             |                | N/A              |
| Outside KC    |             |                | N/A              |
| Unknown       |             |                | N/A              |
| <b>TOTAL</b>  | <b>0</b>    | <b>175</b>     | <b>0</b>         |



# Pacific Islander Community Association of WA

Linked Applicant : sili@picawa.org

## Agency Information

Please review agency profile and make sure all information is current.

**Agency Name** : Pacific Islander Community Association of WA

**EIN #** : 842740123

**DUNS #** :

CEO/Executive Director

**Name** : Sili Savusa

**Email** : sili@picawa.org

**Phone** : 2066865221

**Agency Main Office Address** : 33710 - 9th Ave S., Suite 8

**City** : Federal Way

**State** : US-WA

**Zip** : 98003

**Please describe the services provided by the agency.** : We are a community based non-profit agency serving Native Hawaiian/Pacific Islander communities and families throughout the State. Our main office is located in Federal Way, WA established in 2019. Our mission is to advocate and further wellness of our NHPI communities physically, culturally, socially and spiritually. Areas of work include, direct service and advocacy support for youth and their families, cultural wellness for NHPI elders, food distribution programming and policy development focused on NHPI priorities. Culturally relevant and culturally guided approaches to working with families ensures our ability to work in accountable and meaningful ways with the broad and diverse NHPI communities across regions of the State.

**2023 Actual Budget** : \$2,100,000

**2025 Estimated Budget** : \$3,000,000

**What percentage of your agency leadership identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 100.00

**What percentage of your board identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 100.00

## Document Uploads

**Most recent audit or financial review** : PICA - Final 2021 Audit (5).pdf

**If there were any significant deficiencies or findings, upload management's corrective action plan.** :

**Most recent agency budget to actuals or financial statement.** : Profit & Loss\_2023.pdf

**List of current board of directors** : PICAWA Board List.docx

**Non-discrimination policy** :

**IRS tax determination letter** : 071222 SAM Registration (1).pdf

# Insurance Information

**We certify that if our agency is awarded funds, we are able to meet city-specific insurance requirements. : Yes**

**Certificates of Insurance (Current Awardees only) :**

**Expiration Date of Certificates of Insurance :**

*Created by : integrations+38430@zenginehq.com*

*Record ID # : 63260412*

*Last change : 2024-04-04T18:16:55+0000*

# Para Los Niños - Promotoras de Salud

**Linked Agency Profile :** Para Los Niños

**Program Name :** Promotoras de Salud

## Grant Request and Brief Budget Overview

Detailed budget information will be required to be completed and uploaded in the Program and Budget Upload.

**Check all the cities to which you are applying. :**

Burien

Des Moines

SeaTac

**Burien 2023 Awarded Amount :**

**Burien 2025 Requested Amount :** \$25,000

**Des Moines 2023 Awarded Amount :**

**Des Moines 2025 Requested Amount :** \$15,000

**SeaTac 2023 Awarded Amount :**

**SeaTac 2025 Requested Amount :** \$15,000

**(\$)Total Requests to All Cities :** 55000

**2023 Total Program Budget (Actual) :** \$118,399

**2025 Total Program Budget (Projected) :** \$162,302

**If there is a significant increase (more than 10%) in the 2025 proposed budget, please check all that apply. :**

Meeting new/increased community need

New or expanded service delivery model

Serving additional clients

Increased cost to deliver services

## Program Information

**Describe your program in a brief phrase or one short sentence (e.g., emergency shelter for men, domestic violence support for Asian survivors, mental health services for children and youth). :** Para Los Niños Promotoras de Salud program trains Community Health Workers to provide culturally aligned, multilingual health services, resources, and information for children and families from the Latino immigrant and refugee community in King County.

**Program Contact**

**Name :** Virginia Herrera-Páramo

**Email :** virginia@plnwa.org

**Phone :** 2062417900

## Program Description

**What specific, emerging, and/or unique issue is the community you serve facing?** : Para Los Niños (PLN) was created by and for Latino immigrant families in South King County in 2003 as a positive response to problems we faced in the public education system. Today, Para Los Niños is a thriving community hub that is home to an array of programs that holistically meet the needs of the entire Latino family and support children and parents to learn, grow, and thrive together. PLN created the Promotoras de Salud program in 2021 in response to a community need for culturally relevant, multilingual detailed information and resources on COVID-19 and other health issues that impact our community. The pandemic highlighted the reality for many Latino immigrant families who face a multitude of intersecting health disparities that impact their wellbeing. Latino laborers, many of them women and parents, have been on the frontlines as essential laborers, cleaners, food service, farming and retail workers. These jobs are often extremely low wage and lack benefits, sick time, or healthcare as safety nets. Language, cultural, and economic barriers leave Latino families at higher risk of negative health outcomes from a host of issues, including COVID-19, influenza, asthma, diabetes, hypertension, and other diseases. Trust in institutions can be low, and health information often lacks the appropriate language and cultural lens to adequately reach our community, who speak not just Spanish but also many Indigenous Latin American languages. Magnified barriers to health and wellness exist for undocumented people, women, single parents, those with disabilities, people from the LGBTQ community, and families from Indigenous communities. Children of course are the youngest and most vulnerable among us. The conditions for our community remain challenging day-to-day, as the complex impacts of the pandemic are still being felt in a multitude of ways. Children's health and academic, social, and emotional development was hampered by the long period of isolation. Parents face continuing social and economic pressure to negotiate increased familial demands on top of often more than one job. Social and economic conditions on a global scale are also impacting King County, as in the last two years we have seen an influx of migrant families from Central and South American, many from Indigenous Latin American communities. PLN is currently offering support and solidarity to a group of families seeking asylum from Venezuela. PLN has responded to both provide basic needs support and health-focused programming to offer parents from Latino communities paths into navigating local healthcare and educational systems that are essential for their ability to thrive in the region. At PLN we know that the health and wellbeing of our community depends upon having access to culturally relevant, accessible resources and information in multiple languages to meet the vast diversity of needs within our community.

**Describe your proposed program. Include details on the services provided, how and who will deliver these services.** : The Promotoras de Salud program connects hundreds of Latino families in the region with culturally aligned healthcare resources, referrals, and information. Leaders from PLN programs, most of them Latina mothers, receive extensive training as Community Health Workers who then offer information and resources to the broader Latino immigrant community. Promotoras play a key role as trusted community leaders who provide culturally aligned, multilingual health information and resources, and uplift health needs and healthcare access for the Latino community. Public education and healthcare access are the key goals of Promotoras, and we partner with the Department of Health and local healthcare providers to share up-to-date information, resources, and clinics customized to the needs of local Latino families. The Promotoras program also provides leadership and workforce development training for Latino immigrants in Burien, SeaTac and Des Moines to gain essential skills, experience, and confidence in leadership roles. The key goals with the Promotoras de Salud program are to provide: - In-depth Community Health Worker training and skills development for leaders from the Latino immigrant community; - Community education through regular health workshops on topics chosen by Latino parent to address community health needs and concerns; - Outreach at community events to provide customized information, resources, personal protective equipment (masks, sanitizer, etc) to the Latino immigrant community; - Customized multilingual, culturally relevant healthcare materials and information distributed in person at PLN programs and events and via social media; - Health and wellness programs that provide regular fitness classes and information on prevention of diseases like heart disease, diabetes, and hypertension that disproportionately impact the Latino community; - Vaccine and other healthcare clinics in partnership with public health and other healthcare partners (when available). Our long-term goals with the program are to increase healthcare access to reduce healthcare disparities in the Latino immigrant community, and build a base of skilled Community Health Workers and parents who are empowered within healthcare systems to meet the needs of their families and community. The program is free to all who participate, and Promotoras are provided stipends for their time and skills. At PLN we take

a very broad view of community health, including mental health, oral health, resources for children and youth, community fitness, and information on children's healthy growth and development. PLN's Family Resource Specialist provides families with essential information and resources from a wide network of organizational partners to meet healthcare and other basic needs, including housing support and rental assistance, food banks, emergency services, mental health support, and more.

**Who will be served by this program?** : At Para Los Niños, we have built deep relationships of trust with the Latino immigrant community in South King County because we operate as a multilingual and multicultural organization that uplifts our community's language, culture, and heritage. PLN and the Promotoras program serve resilient Latino immigrant and refugee children and families from Mexico and Central and South America who speak Spanish and other Indigenous Latin American languages. These families live in South King County with concentrations in the Highline Public Schools area (Burien, SeaTac, Des Moines, Normandy Park). All programs are held in Spanish and increasingly also in Indigenous Latin American languages Mixteco, Zapoteco, Purepecha, Lenguaje de la lluvia, and Maya/Quiche, with English learning opportunities. 85% of our adult participants are Latina women and the majority face economic barriers. Since 2003, PLN has served over 25,000 Latino families in South King County, building enduring community connections and transforming the way the Highline School District works with Latino children and families. PLN programs are built from the ground up to meet the needs of the Latino immigrant community through language access, cultural alignment, and accessibility. We strive to meet the needs of the entire Latino family and build trust through cultural connection and a community leadership model that recognizes the talents of each person.

**How do clients hear about the services or the work that you provide?** : Program participants find Para Los Niños through our presence in the community and Highline District schools, word of mouth, and our strong reputation in the area for offering respectful, empowering services to Latino families. Promotoras do broad community outreach at community events in Highline schools, local farmers markets, and organizational partners. Promotoras themselves are PLN parents who come into the program through leadership roles in other parts of our organization, ranging from the Aprendamos Juntos family education program, to our 6-month parent Leadership Academy. We hold a balance between prioritizing long-term relationship building with established families, and being a welcoming open door and landing place for families who are new to the U.S. and the region. We prioritize the accessibility of our programs for families facing multiple ongoing barriers to participation, and work to both meet practical needs and build relational connections, warmth, and care. We continue to forefront deep and authentic relationship building in all our programming, ensuring that PLN is a safe and welcoming place for all in need of support and connection. We prioritize flexible service offerings and language access, and support the whole family to find a place to belong at Para Los Niños. We stay deeply connected with families to respond to changing needs as they emerge and evolve our programming accordingly.

## Program Impact

**How is your organization working to address disparities based on race, gender, income, and other factors within your organization and in the services you provide? What changes or impacts have you seen as a result of your efforts?** : The primary outcome of the Promotoras de Salud program is to provide an increase in information, resources, and services that directly increase healthcare access and improve the health and wellbeing of the Latino immigrant community in South King County. The program also provides leadership and workforce training and skills for Promotoras to provide essential, relevant, and up-to-date healthcare information and resources to the Latino immigrant community. Training opportunities for Promotoras include the Department of Health Community Health Worker Competence Course, Mental Health First Aid, Pediatric Training, Con Confianza y En Comunidad meetings, Latinx Health Board meetings, Public Health Partnership meetings, SOS Racial Equity Services training, and more. The Promotoras program has been transformative for the leaders themselves, as well as for the thousands of community members who have received vaccines, dental care, health support, and essential health resources and information. PLN is building a strong base of engaged parent leaders who in turn uplift opportunities for their children, paving the way for the wellbeing and success of all Latino children and families in the region. PLN programs constantly evolve based on feedback from the families that participate, and we create feedback and leadership opportunities within each program. We measure success by tracking culturally competent qualitative results such as evidence of learning and transformation at individual, family, and community levels. We gather direct feedback from program participants, and reach out through one-on-ones at program

sites, phone calls, and face-to-face meetings. We conduct year-end program evaluations by sending written surveys in Spanish and English to participants, then use results as a jumping off point for intensive staff evaluation and planning for program improvement. PLN staff meet frequently to update curriculum, brainstorm challenges, and revise program logistics to meet community needs. Feedback on our programs is consistently extremely positive, and many strong leaders have emerged from the Promotoras program, who gain skills and confidence to meet the needs of their community. PLN is a trusted community resource, created by and for Latino parents, that understands the complex needs of this community and works to build not just community safety, but also the voice we need to build social and racial justice. Our goal at PLN is to have impact on several levels: with individual children, parents, and families; with the Latino community as a whole; and on a broad scale where we work to increase equity for every Latino family.

Outcome measures should reflect how the unique services you provide improve the lives of your clients. As you prepare your outcomes, start thinking about what impacts of your services you are most proud of.

Outcomes should measure the percentage of people you serve who experience a desired improvement. This should be based on data, not anecdotal evidence or guesses. Outcomes measure the quality of your programs and services, not the quantity of services delivered.

[Questions? Watch this 5-minute video tutorial and/or contact city staff.](<https://bit.ly/3OGDZ8F>)

Outcome Measure 1:

**The desired result of engaging with your program or service is:** : 80% of program participants will self-report that they gained information, services, and/or resources to support their health and wellbeing.

**The percentage of clients who will achieve this result is:** : 0.80

**How we collect the outcome data (e.g., annual satisfaction survey, 3-month phone follow-up):** : Workshop and participant evaluation surveys.

**Only one measure of program success (i.e., Outcome) is required. Do you have a second outcome?** : Yes

Outcome Measure 2:

**The desired result of engaging with your program or service is:** : 80% of Promotoras will gain workforce training and skills to provide healthcare information and resources to the Latino community.

**The percentage of clients who will achieve this result is:** : 0.80

**How we collect the outcome data (e.g., annual satisfaction survey, 3-month phone follow-up):** : Pre-and post-program and training evaluation surveys.

## Program Accessibility

**What percentage of your staff identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 1.00

**All program facilities are accessible to individuals with disabilities according to the ADA Accessibility Guidelines.** : Yes

**This program provides services in office location(s) in these cities.** :

Burien

**This program is accessible in terms of transportation.** :

Close public transportation

Mobile location

Other

**If there are other or no accessible transportation options, please explain.** : At public school sites and community events.

**This program strives to accommodate client schedules.** :

Evenings

Other

**If this program has other or no schedule accommodations, please explain.** : PLN offers flexible programming around school hours.

**The program is accessible in terms of language (offering translation and interpretation services). In what ways is your program accessible in terms of languages?** :

Translated materials

Program and/or agency staff speaks languages other than English

## Additional Information

Several cities anticipate making Community Development Block Grant (CDBG) funds available. CDBG funds are federal monies that require additional recordkeeping, financial tracking, and reporting processes. Please check the City Specific Information Sheets to contact cities if you have questions.

**Is your agency willing and able to accept CDBG funds?** : Yes

**Any other information that you would like to share that would help in making a funding decision?** : Para Los Niños holistically supports the whole family through the lens of Latino language, culture, and the immigrant experience to meet developmental, social, and learning goals. PLN's model developed directly out of the cultural context and needs of the Latino community in South King County, and makes our organization uniquely qualified to lead this work to support families and children. All together, PLN programs uplift young Latino learners and increase Latino parents' ability to be strong advocates for their children's wellbeing, to support their young children's development, positive identity, self-esteem, cultural pride, and the growth of the entire family. We see respect for and maintenance of our language and culture as key to the health and wellbeing of Latino families. Celebration and preservation of Latin American culture are core values of PLN and woven with intention into all of our programs with the goal of positively impacting Latino children and youth's sense of cultural identity and pride. PLN programs reinforce a core value of our community: support the whole Latino family to grow and learn together.

## Additional Required Documents

To access training materials and required template for upload, please go to

[www.share1app.org/application](http://www.share1app.org/application).

**Program and Budget Detail Attachment** : Para Los Niños Promotoras de Salud Program and Budget Upload.xlsx

**Supplemental Question (only if applying to Burien)** : PLN 25.26 Burien extra question.docx

## Certification Statement and Submission

**I have reviewed, understand, and am prepared to comply with city-specific minimum requirements should this program receive funding.** : Yes

I have the authority and hereby certify that the information contained in this application and the accompanying documents are true, that all financial documents have been reviewed for accuracy, and that the application is made with the knowledge and proper authorization of the organization. The application, if funded, may be included in a contracting



process. As this application is made to one or more government entities, I understand this is a government document that is subject to applicable laws regarding disclosure. In typing my name below, I hereby agree with this certification statement. I understand that this is the same as my printed signature at this time.

**Authorized Signer** : Virginia Herrera-Páramo

**Record Label** :

**Category** : Community Support & Advocacy

**Subcategory** : family support

*Created by* : *integrations+38430@zenginehq.com*

*Record ID #* : 62054720

*Last change* : 2024-04-04T19:25:21+0000



| REVENUES                 | 2023<br>Awarded | 2025<br>Requested | Difference<br>% |
|--------------------------|-----------------|-------------------|-----------------|
| Auburn                   |                 |                   |                 |
| Bellevue                 |                 |                   |                 |
| Burien                   |                 | \$25,000          |                 |
| Covington                |                 |                   |                 |
| Des Moines               |                 | \$15,000          |                 |
| Federal Way              |                 |                   |                 |
| Issaquah                 |                 |                   |                 |
| Kenmore                  |                 |                   |                 |
| Kent                     |                 |                   |                 |
| Kirkland                 |                 |                   |                 |
| Redmond                  |                 |                   |                 |
| Renton                   |                 |                   |                 |
| Sammamish                |                 |                   |                 |
| SeaTac                   |                 | \$15,000          |                 |
| Shoreline                |                 |                   |                 |
| Tukwila                  |                 |                   |                 |
| <b>Subtotal</b>          | \$0             | \$55,000          |                 |
| County government funds  |                 | \$25,000          |                 |
| State/federal government |                 | \$47,000          |                 |
| Foundations              |                 | \$35,302          |                 |
| Corporations             |                 |                   |                 |
| Private funds            |                 |                   |                 |
| Fundraising              |                 |                   |                 |
| In-Kind*                 |                 |                   |                 |
| Other*                   |                 |                   |                 |
| <b>Subtotal</b>          | \$0             | \$107,302         |                 |
| <b>TOTAL</b>             | <b>\$0</b>      | <b>\$162,302</b>  |                 |

\*In-kind or other revenue explanation (if applicable)

This category includes \$35,000 in stipends for Promotoras and 12% of salaries/wages costs for payroll taxes.

| EXPENSES                        | 2023<br>Actual   | 2025<br>Projected | Cities'<br>Share |
|---------------------------------|------------------|-------------------|------------------|
| Salaries/Wages                  | \$62,000         | \$81,250          | \$27,442         |
| Benefits                        | \$6,384          | \$10,152          | \$3,452          |
| Admin/Indirect                  | \$5,000          | \$6,000           | \$2,040          |
| Depreciation                    |                  |                   |                  |
| Direct Aid to Clients           |                  |                   |                  |
| Equipment/Supplies/Office       | \$13,000         | \$15,000          | \$5,100          |
| Insurance                       |                  |                   |                  |
| Postage/Shipping                | \$25             | \$50              | \$17             |
| Printing/Advertising            | \$50             | \$100             | \$34             |
| Professional Services/Dues/Fees | \$1,000          | \$2,000           | \$680            |
| Rent and Utilities              |                  |                   |                  |
| Repair/Maintenance              |                  |                   |                  |
| Telecommunications              |                  |                   |                  |
| Travel and Training             | \$1,500          | \$3,000           | \$1,020          |
| In-Kind*                        |                  |                   |                  |
| Other*                          | \$29,440         | \$44,750          | \$15,215         |
| <b>Total</b>                    | <b>\$118,399</b> | <b>\$162,302</b>  | <b>\$55,000</b>  |

2023 to 2025 Budget Difference (%)

37%

Total # of paid FTEs:

1.25

Total # of unpaid FTEs (if volunteer-run):

Surplus/deficit 2025 explanation

PLN increased the staffing model on this program to include one FT position for a Community Health Worker running the Promotoras program, as well as 25% of our Community Resource Specialist position to provide health-related information and referrals, and support outreach.

|                   | Service Unit 1   |                |                  | Service Unit 2   |                |                  | Service Unit 3   |                |                  |
|-------------------|--|----------------|------------------|--|----------------|------------------|--|----------------|------------------|
| Name              | Medical Care   |                |                  | Information and Referral   |                |                  | Outreach   |                |                  |
| Measurement       | Individual   |                |                  | One-on-one session   |                |                  | Contact  |                |                  |
| Brief Description | People attending health workshops and clinics (when available) |                |                  | People receiving individualized health information and referrals |                |                  | Individuals receiving Promotoras multilingual health information |                |                  |
|                   | 2023 Actual  | 2025 Projected | 2025 City Funded | 2023 Actual  | 2025 Projected | 2025 City Funded | 2023 Actual  | 2025 Projected | 2023 City Funded |
| Auburn            |  |                |                  |  |                |                  |  |                |                  |
| Bellevue          |  |                |                  |  |                |                  |  |                |                  |
| Burien            |  | 35             | 25               |  | 200            | 50               |  | 300            | 250              |
| Covington         |  |                |                  |  |                |                  |  |                |                  |
| Des Moines        |  | 20             | 10               |  | 50             | 15               |  | 100            | 75               |
| Federal Way       |  |                |                  |  |                |                  |  |                |                  |
| Issaquah          |  |                |                  |  |                |                  |  |                |                  |
| Kenmore           |  |                |                  |  |                |                  |  |                |                  |
| Kent              |  |                |                  |  |                |                  |  |                |                  |
| Kirkland          |  |                |                  |  |                |                  |  |                |                  |
| Mercer Island     |  |                | N/A              |  |                | N/A              |  |                | N/A              |
| Redmond           |  |                |                  |  |                |                  |  |                |                  |
| Renton            |  |                |                  |  |                |                  |  |                |                  |
| Sammamish         |  |                |                  |  |                |                  |  |                |                  |
| SeaTac            |  | 20             | 10               |  | 50             | 15               |  | 100            | 75               |
| Shoreline         |  |                |                  |  |                |                  |  |                |                  |
| Tukwila           |  |                |                  |  |                |                  |  |                |                  |
| Seattle           |  |                | N/A              |  |                | N/A              |  |                | N/A              |
| Other KC          |  |                | N/A              |  |                | N/A              |  |                | N/A              |
| Outside KC        |  |                | N/A              |  |                | N/A              |  |                | N/A              |
| Unknown           |  |                | N/A              |  |                | N/A              |  |                | N/A              |
| <b>TOTAL</b>      | <b>0</b>   | <b>75</b>      | <b>45</b>        | <b>0</b>   | <b>300</b>     | <b>80</b>        | <b>0</b>   | <b>500</b>     | <b>400</b>       |

If 2025 projected services are significantly different than those actually provided in 2023, or if your cost per service unit varies between cities, please explain.

|               | Residents |            |            |
|---------------|-----------|------------|------------|
|               | 2023      | 2025       | 2025 City  |
| Auburn        |           |            |            |
| Bellevue      |           |            |            |
| Burien        |           | 535        | 325        |
| Covington     |           |            |            |
| Des Moines    |           | 170        | 100        |
| Federal Way   |           |            |            |
| Issaquah      |           |            |            |
| Kenmore       |           |            |            |
| Kent          |           |            |            |
| Kirkland      |           |            |            |
| Mercer Island |           |            | N/A        |
| Redmond       |           |            |            |
| Renton        |           |            |            |
| Sammamish     |           |            |            |
| SeaTac        |           | 170        | 100        |
| Shoreline     |           |            |            |
| Tukwila       |           |            |            |
| Seattle       |           |            | N/A        |
| Other KC      |           |            | N/A        |
| Outside KC    |           |            | N/A        |
| Unknown       |           |            | N/A        |
| <b>TOTAL</b>  | <b>0</b>  | <b>875</b> | <b>525</b> |

# Para Los Niños

Linked Applicant : admin@plnwa.org

## Agency Information

Please review agency profile and make sure all information is current.

**Agency Name :** Para Los Niños

**EIN # :** 200502368

**DUNS # :** 609788117

CEO/Executive Director

**Name :** Virginia Herrera-Páramo

**Email :** virginia@plnwa.org

**Phone :** 2062417900

**Agency Main Office Address :** 15220 6th Ave SW

**City :** Burien

**State :** US-WA

**Zip :** 98166

**Please describe the services provided by the agency. :** The mission of Para Los Ninos (PLN) is to foster academic and life success for every Latino student through parent and community involvement. From birth and beyond, PLN supports and empowers the entire Latino family through early learning, academic and literacy skills development, summer enrichment, community support, and parent leadership programs. PLN believes that all Latino children are capable of excellence, and we achieve that goal by building culturally relevant programs upon a foundation of love and respect, supported by a community leadership model that recognizes the talents and skills of each person. We have built deep relationships of trust with the Latino immigrant community in South King County because we operate as a multilingual and multicultural organization that uplifts our community's language, culture, and heritage. PLN envisions a community and society that celebrates the beauty and brilliance of the Latino community and enables Latino children to truly thrive. Our core programs include: - Aprendamos Juntos, our flagship after-school program that improves the academic performance of Latino children while simultaneously supporting parents to build English literacy and develop leadership skills to advocate for their children's education; - Creciendo en Comunidad (Growing in Community) highlights the importance of healthy first relationships by providing developmental, social, and relational support for the Latino family through pregnancy, birth, and infancy; - Early Learning Programs provide community resources and support to develop healthy first relationships and establish parents as children's first and most important teachers; - Summer programs Descubriendo Nuestra Cultura and Around the World are culturally-aligned summer education programs for pre-kindergarten to twelfth grade children that provide arts, cultural learning, physical fitness, and academic skill building. Children and youth are immersed in Latin American culture, art, language and history and demonstrate cultural pride; - Latinx Youth Program provides youth grades 9-12 with social-emotional, learning activities, community programming, mental health support, and art and cultural activities; - Parent Leadership Academy is a year-long investment in the leadership development, confidence, skills, and civic engagement of Latino parents, 90% of whom are women; - Technology Access Program breaks down the digital divide through the development of culturally-aligned technology resources specifically for Latino families; - Promotoras de Salud program trains Community Health Workers to provide multilingual, culturally relevant health and wellness information to low income Latino immigrant children and families in King County; and - Workforce Development programming connects both young people and adults to economic opportunities and job training to build skills for the workforce.

**2023 Actual Budget** : \$1,460,958

**2025 Estimated Budget** : \$1,450,000

**What percentage of your agency leadership identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 100.00

**What percentage of your board identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 80.00

## Document Uploads

**Most recent audit or financial review** : Para Los Ninos - Final 2021 Audit Complete.pdf

**If there were any significant deficiencies or findings, upload management's corrective action plan.** :

**Most recent agency budget to actuals or financial statement.** : PLN 2023 Profit and Loss.xlsx - Profit and Loss.pdf

**List of current board of directors** : Para Los Niños 2024 Board of Directors.pdf

**Non-discrimination policy** : Non-discrimination policy.pdf

**IRS tax determination letter** : PLN 501c3.pdf

## Insurance Information

**We certify that if our agency is awarded funds, we are able to meet city-specific insurance requirements.** : Yes

**Certificates of Insurance (Current Awardees only)** : City-of-Burien Certificate of Liability Insurance 2020.pdf

**Expiration Date of Certificates of Insurance** : 2021-02-01

*Created by* : integrations+23320@zenginehq.com

*Record ID #* : 5524312

*Last change* : 2024-04-04T18:40:25+0000

# Partner In Employment - Employment and Training

**Linked Agency Profile :** Partner In Employment

**Program Name :** Employment and Training

## Grant Request and Brief Budget Overview

Detailed budget information will be required to be completed and uploaded in the Program and Budget Upload.

**Check all the cities to which you are applying. :**

Burien

Federal Way

Kent

Renton

SeaTac

Tukwila

**Burien 2023 Awarded Amount :** \$10,000

**Burien 2025 Requested Amount :** \$10,000

**Federal Way 2023 Awarded Amount :** \$8,000

**Federal Way 2025 Requested Amount :** \$10,000

**Kent 2023 Awarded Amount :** \$0

**Kent 2025 Requested Amount :** \$40,000

**Renton 2023 Awarded Amount :** \$10,000

**Renton 2025 Requested Amount :** \$10,000

**SeaTac 2023 Awarded Amount :** \$85,000

**SeaTac 2025 Requested Amount :** \$150,000

**Tukwila 2023 Awarded Amount :** \$20,000

**Tukwila 2025 Requested Amount :** \$30,000

**(\$)Total Requests to All Cities :** 250000

**2023 Total Program Budget (Actual) :** \$3,320,336

**2025 Total Program Budget (Projected) :** \$3,082,704

**If there is a significant increase (more than 10%) in the 2025 proposed budget, please check all that apply. :**

## Program Information

**Describe your program in a brief phrase or one short sentence (e.g., emergency shelter for men, domestic violence support for Asian survivors, mental health services for children and youth). :** New immigrant and refugee employment and training

Program Contact

**Name :** Hien Kieu

**Email :** hien@partnerinemployment.org

**Phone :** 2064320283

## Program Description

**What specific, emerging, and/or unique issue is the community you serve facing?** : The unique issue the immigrant and refugee community are facing is the lack of language access to critical services that allow them opportunities to good jobs to prevent homelessness and displacement. PIE directly addresses the need for livable wage jobs among residents of South King County by ensuring a direct pathway to good jobs through our deep connections with employers, labor unions and internal job training. South King County is home to one of the largest population of immigrants and refugees in Washington State. The residents are drawn to jobs in and around the SeaTac International Airport, the dense manufacturing areas of South King County and comparatively lower rents of these cities, but require culturally appropriate, intensive case management and mentorship in their own languages to break out of unsustainable poverty wage jobs to access and/or train for better paying work. Our low English proficiency clients are often relegated to seasonal or temporary work, "flexible" employment arrangements, and unpredictable scheduling which conflicts with their family responsibilities. In their workplaces and housing, they face instability resulting from discrimination, intimidation, reprisals, and wage and rent theft requiring civil legal services and/or community-based organizations' intervention. In a recent study, the Center of Budget and Policy Priorities shows that social benefit programs have helped lift one million Washingtonians above the Federal Poverty Level annually. Yet 64% of those born outside the United States are still living in poverty, compared to the overall state poverty level of 27% (cbpp.org/). 96% of our clients have low or very low English proficiency. Most clients originate from rural cultures and have employment skills that do not translate easily to the US economy. More than 90% of adults we serve have had low or no access to formal education, and this affects our youth. who suffer high drop-out rates, deepening poverty, criminal justice system involvement, poorer health, and higher rates of illegal drug use. Low English language learner (ELL) students of color, our communities' youth face tough odds in their efforts to find viable pathways to success in the U.S. A majority lives in unsupportive neighborhoods, attending schools that fail 45-60% of the students (OSPI WA State Report Card). In Highline and Tukwila schools, for example, English language learners make up 38% of the student population, and only 54% of ELL students graduate on time. The youth often have strained relationships with parents and older generation family members who are slower to adapt to the U.S. culture. PIE provides the youth with the support and mentorship to stay connected to their family and community as well as guidance navigating the US system.

**Describe your proposed program. Include details on the services provided, how and who will deliver these services.** : PIE provides employment and long-term mentorship, job training, and support services to the immigrant and refugee communities in South King County to secure livable wage jobs with good benefits and a safe environment. Our program includes: 1. Employment & Training: PIE secures good jobs for clients, acclimate to US workplace norms and adapt to US culture. Clients build work experience and retain jobs as a result of PIE's diverse linguistic and culturally specific case management, career readiness and workers' rights training, and workplace interpretation and crisis interventions. PIE's ESL and Digital Literacy classes offer clients essential skills needed to be successful in the job market. Our environmental restoration and barista training programs provide paid learning experiences for youths and adults to prepare them with technical job skills, soft skills, and leadership development to be successful in their career journey. PIE also partners with the Machinists Institute, local unions, pre-apprenticeships, employers, and other training programs to upskill clients looking to progress in living wage industries. 2. Education and Social Services: We support clients with their basic needs first, then connect them with childcare, transportation, and systems navigation support to pursue education and training for better paying employment. PIE offers free ESL and digital literacy classes and assists students to obtain their own personal laptops to continue their learning beyond the classroom. 3. Homelessness Prevention: PIE provides deep case management, emergency rental assistance and/or crisis intervention with property managers to stabilize clients' housing as they pursue job training and better paying jobs. 4. Youth Engagement Services: Young people ages 16-24, receive skills training, education services, and case management to broaden their education and employment opportunities and ensure a pathway for success. PIE's culturally responsive programming and

mentorship disrupts the school to prison pipeline by connecting youth to education, community resources, and economic opportunities. Our Approach: PIE's staff is from the community we serve, we collectively speak a total of 14 languages to ensure we meet our clients' needs. Our staff understand the challenges of resettlement through their own lived experience. Case managers work one-on-one with clients to assess their strengths and needs and co-develop a customized plan that supports clients on a pathway to self-reliance and resilience. As a result, clients can navigate the resettlement process, prepare for work, and progressively gain the knowledge and skills required to achieve economic stability.

**Who will be served by this program?** : PIE serves newly arrived refugees, including asylum seekers and other immigrants in the low- to extremely low-income brackets from the following communities spanning South King County: 1. East African including Somali, Kenyan, Tanzanian, Rwandan, Burundi and Ugandan, 2.) Central African including D.R. of Congo, R. of Congo, Sudanese, and Central African Republic, 3.) Others including South Asian, Southeast Asians and Latinos, and more recently the Afghan communities. PIE also serves youth and young adults from the communities mentioned above. The refugees and immigrants arrive in the U.S. with many strengths and talents yet face serious challenges. They have often survived traumatic political and social environments and must now adjust to new economic, institutional, and cultural realities. The primary challenge they face is imminent homelessness caused by the shortfalls of the U.S. resettlement system, the high cost of housing and by being relegated to the lowest paid, most unstable jobs in the local economy. Low English proficiency can be an enormous barrier, even for highly educated and highly skilled newcomers. PIE triages clients' individual situations and intervenes at the root causes: low English proficiency, and the need for viable pathways to training, education, and higher paid careers that are attainable within a reasonable time frame and deep case management support.

**How do clients hear about the services or the work that you provide?** : PIE staff are from the community they serve, so we have a deep and meaningful relationship with the community. Many community members do not read or write in any language and rely on word of mouth within the community for news and information. Most PIE's referrals are received in this way as we are a trusted source in the community and have been operating at or near capacity primarily via word-of-mouth referrals. Clients receiving services often bring along their family members, friends, and neighbors. PIE also provides mentorship to vulnerable youth, by providing guidance to achieve personal goals and supporting them in our employment programs. The youth come to us through their parents, schools, and community. Additionally, PIE receives referrals from community organizations, local small businesses, and DSHS Community Services Office (CSO). PIE's Executive Director and others in the leadership role also engage in local providers meeting with South King County cities, Tukwila School District, Refugee Forum of King County, Refugee Planning Committee, and other platforms to share about our program and services. PIE is also a lead in a couple of consortia of cultural communities that serve immigrants and refugees, and we share our program and resources with each other's, and that information gets disseminated to the families in our communities.

## Program Impact

**How is your organization working to address disparities based on race, gender, income, and other factors within your organization and in the services you provide? What changes or impacts have you seen as a result of your efforts?** : PIE's co-founders, Amina Ahmed and Hien Kieu are former refugees who started PIE to address access to livable wage employment in the low-income, immigrant and refugee communities. PIE's staff is comprised of the communities we serve, and shares the language, culture, and values of our clients. As they have also experienced similar challenges, PIE staff bring unique trauma informed care and insight to the work of helping to unlock opportunities for the youth and adults we serve. Collectively, PIE's board members and staff speak 14 languages including Somali, Swahili, Arabic, Farsi, Dari, Pashtu, Spanish, Portuguese, Vietnamese, Cham, Polish, Russian, Ukrainian, and English. Members of PIE's board are residents of South King County and work directly with our communities both in the immigration assistance sector as well as in employment services to ensure financial and economic stability for low-income families with multiple barriers to employment. In addition, we are in coalitions and partnerships with other community of color led organizations in South King County who provide support with interpretation and other culturally relevant needs. PIE develops client-centered action plans and programs that respond to clients' needs, interests, and strengths. We conduct in-depth entry and exit interviews with clients and their families in their own languages. We



conduct focus groups, community meetings, and hear feedback from the community. Our programs, interventions, and advocacy take shape in direct response to the voiced concerns of the individuals and families we serve. Families, community leaders, institutional representatives and the youth come to PIE for information, advocacy, and assistance. Our programs and proposed activities are a direct response to our youth, parents, and community members telling us what they are experiencing and what they need. We seek continued feedback. from the community we serve to ensure we are serving them effectively and efficiently and adjust as needed. PIE collaborates with other ethnic Community Based Organizations including the SeaTac, Tukwila Community Coalition (STCC) which is dedicated to serving residents in South King County and preventing displacement through policy/systems change to increase high wage employment and increased housing stability. PIE is also a founding member of South King County Emerging Communities for Equity, a collaboration of local community-based organizations providing human services in King County.

Outcome measures should reflect how the unique services you provide improve the lives of your clients. As you prepare your outcomes, start thinking about what impacts of your services you are most proud of.

Outcomes should measure the percentage of people you serve who experience a desired improvement. This should be based on data, not anecdotal evidence or guesses. Outcomes measure the quality of your programs and services, not the quantity of services delivered.

[Questions? Watch this 5-minute video tutorial and/or contact city staff.](<https://bit.ly/3OGDZ8F>)

Outcome Measure 1:

**The desired result of engaging with your program or service is:** : Obtain employment

**The percentage of clients who will achieve this result is:** : 0.45

**How we collect the outcome data (e.g., annual satisfaction survey, 3-month phone follow-up):** : Participants will self-report at the end of their service period on whether they obtained employment or not. This will be done through a phone call, in-person check-in, text communication or email.

**Only one measure of program success (i.e., Outcome) is required. Do you have a second outcome?** : No

## Program Accessibility

**What percentage of your staff identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 0.93

**All program facilities are accessible to individuals with disabilities according to the ADA Accessibility Guidelines.** : Yes

**This program provides services in office location(s) in these cities.** :

SeaTac

Tukwila

**This program is accessible in terms of transportation.** :

Close public transportation

Provide transportation vouchers

Program staff travels to clients

Services provided by phone or online

**This program strives to accommodate client schedules.** :

Evenings

Early Morning

On Demand and/or Same Day

**The program is accessible in terms of language (offering translation and interpretation services). In what ways is your program accessible in terms of languages? :**

Translated materials

Program and/or agency staff speaks languages other than English

Interpretation on demand

## Additional Information

Several cities anticipate making Community Development Block Grant (CDBG) funds available. CDBG funds are federal monies that require additional recordkeeping, financial tracking, and reporting processes. Please check the City Specific Information Sheets to contact cities if you have questions.

**Is your agency willing and able to accept CDBG funds? : Yes**

**Any other information that you would like to share that would help in making a funding decision? :** In 2023 PIE begin serving large number of asylum seekers by providing workforce preparation services such as English classes, digital literacy classes, job readiness classes, know your rights training and other job skills training. These efforts prepare individuals with essentials skills to become successful in pursuing employment upon receiving their employment authorization. Participants felt a sense of meaning to their struggle and the difficult journey they made to arrive to the land of opportunity. The services provided kept them engaged and hopeful in what lies ahead for them.

## Additional Required Documents

To access training materials and required template for upload, please go to

[www.share1app.org/application](http://www.share1app.org/application).

**Program and Budget Detail Attachment :** 2025-26 Program and Budget Upload Template\_Partner in Employment.xlsx

**Supplemental Question (only if applying to Burien) :** 25.26 Burien Required City Supplemental for PIE.docx

## Certification Statement and Submission

**I have reviewed, understand, and am prepared to comply with city-specific minimum requirements should this program receive funding. : Yes**

I have the authority and hereby certify that the information contained in this application and the accompanying documents are true, that all financial documents have been reviewed for accuracy, and that the application is made with the knowledge and proper authorization of the organization. The application, if funded, may be included in a contracting process. As this application is made to one or more government entities, I understand this is a government document that is subject to applicable laws regarding disclosure. In typing my name below, I hereby agree with this certification statement. I understand that this is the same as my printed signature at this time.

**Authorized Signer :** Hien Kieu

**Record Label :**

**Category :** Employment & Education

**Subcategory :** employment

**Created by :** integrations+38430@zenginehq.com

**Record ID # :** 63044238

**Last change :** 2024-04-03T17:33:12+0000



| REVENUES                 | 2023<br>Awarded    | 2025<br>Requested  | Difference<br>% |
|--------------------------|--------------------|--------------------|-----------------|
| Auburn                   |                    |                    |                 |
| Bellevue                 |                    |                    |                 |
| Burien                   | \$10,000           | \$10,000           | 0%              |
| Covington                |                    |                    |                 |
| Des Moines               |                    |                    |                 |
| Federal Way              | \$8,000            | \$10,000           | 25%             |
| Issaquah                 |                    |                    |                 |
| Kenmore                  |                    |                    |                 |
| Kent                     | \$0                | \$40,000           |                 |
| Kirkland                 |                    |                    |                 |
| Redmond                  |                    |                    |                 |
| Renton                   | \$10,000           | \$10,000           | 0%              |
| Sammamish                |                    |                    |                 |
| SeaTac                   | \$85,000           | \$150,000          | 76%             |
| Shoreline                |                    |                    |                 |
| Tukwila                  | \$20,000           | \$30,000           | 50%             |
| <b>Subtotal</b>          | <b>\$133,000</b>   | <b>\$250,000</b>   | <b>88%</b>      |
| County government funds  | \$414,704          | \$294,704          | -29%            |
| State/federal government | \$1,928,632        | \$2,161,000        | 12%             |
| Foundations              | \$594,000          | \$192,000          | -68%            |
| Corporations             |                    |                    |                 |
| Private funds            | \$20,000           | \$25,000           | 25%             |
| Fundraising              |                    |                    |                 |
| In-Kind*                 |                    |                    |                 |
| Other*                   | \$230,000          | \$160,000          | -30%            |
| <b>Subtotal</b>          | <b>\$3,187,336</b> | <b>\$2,832,704</b> | <b>-11%</b>     |
| <b>TOTAL</b>             | <b>\$3,320,336</b> | <b>\$3,082,704</b> | <b>-7%</b>      |

\*In-kind or other revenue explanation (if applicable)

2023 Awarded Other Revenue sources include: Port of Seattle (\$220,000), City of Seattle (\$174,092) and Cafe PIE (\$10,000). 2025 Requested Other Revenue sources include: Port of Seattle (\$150,000) and Café PIE (\$10,000)

| EXPENSES                        | 2023<br>Actual     | 2025<br>Projected  | Cities'<br>Share |
|---------------------------------|--------------------|--------------------|------------------|
| Salaries/Wages                  | \$1,139,751        | \$1,692,912        | \$135,433        |
| Benefits                        | \$250,802          | \$442,410          | \$35,393         |
| Admin/Indirect                  |                    |                    |                  |
| Depreciation                    | \$4,800            |                    |                  |
| Direct Aid to Clients           | \$1,183,583        | \$311,032          | \$24,883         |
| Equipment/Supplies/Office       | \$152,595          | \$33,256           | \$7,660          |
| Insurance                       | \$11,963           | \$11,500           | \$920            |
| Postage/Shipping                | \$88               | \$0                |                  |
| Printing/Advertising            | \$21,803           | \$0                |                  |
| Professional Services/Dues/Fees | \$51,048           | \$25,902           | \$2,072          |
| Rent and Utilities              | \$146,151          | \$148,200          | \$11,856         |
| Repair/Maintenance              | \$2,813            | \$10,000           | \$800            |
| Telecommunications              | \$12,735           | \$14,676           | \$1,174          |
| Travel and Training             | \$12,951           | \$13,200           | \$4,056          |
| In-Kind*                        |                    |                    |                  |
| Other*                          | \$357,947          | \$293,885          | \$25,753         |
| <b>Total</b>                    | <b>\$3,349,030</b> | <b>\$2,996,973</b> | <b>\$250,000</b> |

2023 to 2025 Budget Difference (%)

Total # of paid FTEs:

Total # of unpaid FTEs (if volunteer-run):

-11%

25

0

Surplus/deficit 2025 explanation

We are aware that a few existing funding sources will no longer be available by 2025 and we anticipate a reduction in revenue as funding is unpredictable. On the contrary, we do anticipate a growing need for our services with the recent rising numbers of asylum seekers into our region and PIE has been on the ground supporting them with workforce development, housing assistance and youth employment and training programs.

| Name<br>Measurement<br>Brief Description | Service Unit 1  |                   |                     | Service Unit 2 |                   |                     | Service Unit 3 |                   |                     |
|--|---|-------------------|---------------------|----------------|-------------------|---------------------|----------------|-------------------|---------------------|
|  | Employment Services   |                   |                     |                |                   |                     |                |                   |                     |
|  | Individual<br>The number of individual receiving<br>Employment Services, which includes Intake,<br>needs/barrier assessment, resource |                   |                     |                |                   |                     |                |                   |                     |
|  | 2023<br>Actual  | 2025<br>Projected | 2025 City<br>Funded | 2023<br>Actual | 2025<br>Projected | 2025 City<br>Funded | 2023<br>Actual | 2025<br>Projected | 2025 City<br>Funded |
| Auburn                                   |   |                   |                     |                |                   |                     |                |                   |                     |
| Bellevue                                 |   |                   |                     |                |                   |                     |                |                   |                     |
| Burien                                   | 54  | 60                | 4                   |                |                   |                     |                |                   |                     |
| Covington                                |   |                   |                     |                |                   |                     |                |                   |                     |
| Des Moines                               |   |                   |                     |                |                   |                     |                |                   |                     |
| Federal Way                              | 19  | 30                | 4                   |                |                   |                     |                |                   |                     |
| Issaquah                                 |   |                   |                     |                |                   |                     |                |                   |                     |
| Kenmore                                  |   |                   |                     |                |                   |                     |                |                   |                     |
| Kent                                     | 33  | 46                | 16                  |                |                   |                     |                |                   |                     |
| Kirkland                                 |   |                   |                     |                |                   |                     |                |                   |                     |
| Mercer Island                            |   |                   | N/A                 |                |                   | N/A                 |                |                   | N/A                 |
| Redmond                                  |   |                   |                     |                |                   |                     |                |                   |                     |
| Renton                                   | 6   | 20                | 4                   |                |                   |                     |                |                   |                     |
| Sammamish                                |   |                   |                     |                |                   |                     |                |                   |                     |
| SeaTac                                   | 44  | 85                | 60                  |                |                   |                     |                |                   |                     |
| Shoreline                                |   |                   |                     |                |                   |                     |                |                   |                     |
| Tukwila                                  | 33  | 60                | 10                  |                |                   |                     |                |                   |                     |
| Seattle                                  |   |                   | N/A                 |                |                   | N/A                 |                |                   | N/A                 |
| Other KC                                 |   |                   | N/A                 |                |                   | N/A                 |                |                   | N/A                 |
| Outside KC                               |   |                   | N/A                 |                |                   | N/A                 |                |                   | N/A                 |
| Unknown                                  |   |                   | N/A                 |                |                   | N/A                 |                |                   | N/A                 |
| <b>TOTAL</b>                             | <b>189</b>  | <b>301</b>        | <b>98</b>           | <b>0</b>       | <b>0</b>          | <b>0</b>            | <b>0</b>       | <b>0</b>          | <b>0</b>            |

If 2025 projected services are significantly different than those actually provided in 2023, or if your cost per service unit varies between cities, please explain.

Our cost per service unit will still be the same in 2025. We are projecting a significant increase in # of people served particularly in SeaTac and Tukwila due to the recent asylum seeker arriving into our region.

|               | Residents   |                |                  |
|---------------|-------------|----------------|------------------|
|               | 2023 Actual | 2025 Projected | 2025 City Funded |
| Auburn        |             |                |                  |
| Bellevue      |             |                |                  |
| Burien        | 54          | 60             | 4                |
| Covington     |             |                |                  |
| Des Moines    |             |                |                  |
| Federal Way   | 19          | 30             | 4                |
| Issaquah      |             |                |                  |
| Kenmore       |             |                |                  |
| Kent          | 33          | 46             | 16               |
| Kirkland      |             |                |                  |
| Mercer Island |             |                | N/A              |
| Redmond       |             |                |                  |
| Renton        | 6           | 20             | 4                |
| Sammamish     |             |                |                  |
| SeaTac        | 44          | 85             | 60               |
| Shoreline     |             |                |                  |
| Tukwila       | 33          | 60             | 10               |
| Seattle       |             |                | N/A              |
| Other KC      |             |                | N/A              |
| Outside KC    |             |                | N/A              |
| Unknown       |             |                | N/A              |
| <b>TOTAL</b>  | <b>189</b>  | <b>301</b>     | <b>98</b>        |

# Partner In Employment

**Linked Applicant :** Amina@Partnerinemployment.com

## Agency Information

Please review agency profile and make sure all information is current.

**Agency Name :** Partner In Employment

**EIN # :** 474274369

**DUNS # :** 080384433

CEO/Executive Director

**Name :** Hien Kieu

**Email :** hien@partnerinemployment.org

**Phone :** 206-432-0283

**Agency Main Office Address :** 19530 International Blvd, suite 108

**City :** SeaTac

**State :** US-WA

**Zip :** 98188

**Please describe the services provided by the agency. :** PIE mission is to guarantee the long-term economic stability of refugees and immigrants in South King County. To do so PIE offers the following services. 1.Community engagement and Barrier removal 2.Resources Connection and System Navigation through Case Management services 3.Language acquisition-English as a Second Language class based learning 4.Work Site orientation field trips and presentations-to familiarize and offer choice of sector based training and employment opportunities 5. Job Readiness classes-interviews vocabulary building , resume building, role model presentations - to motivate and encourage clients. 6. Job skills workshops 7. Job Search, Job placement and 90 days of job retention services including on site crisis intervention 8. Supportive Services- (Basic Needs)Rent, utility, hygiene, transportation, training tools, certification, drivers licensing attainments and training subsidies to meet clients employment and training completion.. 9. Homeless prevention - Stand alone program to assist those who are imminent at risk of losing their housing. 10. Youth Employment Services (YES) - Stand alone program, employment and Training program for South King County refugees and immigrants youth.

**2023 Actual Budget :** \$3,320,336

**2025 Estimated Budget :** \$3,082,704

**What percentage of your agency leadership identifies as Black, Indigenous, and/or Person of Color (BIPOC)? :**  
1.00

**What percentage of your board identifies as Black, Indigenous, and/or Person of Color (BIPOC)? :** 0.67

## Document Uploads

**Most recent audit or financial review :** 2022 PIE PUBLIC DISCLOSURE COPY.pdf

**If there were any significant deficiencies or findings, upload management's corrective action plan. :**

**Most recent agency budget to actuals or financial statement. :**

Partner+in+Employment\_Statement+of+Financial+Position\_2023.xlsx

**List of current board of directors** : PIE Board of Directors List\_2024.pdf

**Non-discrimination policy** : Non-Discrimination Policy.pdf

**IRS tax determination letter** : PIE--IRS-501c3-Letter-May19-2016 (2).pdf

## Insurance Information

**We certify that if our agency is awarded funds, we are able to meet city-specific insurance requirements.** : Yes

**Certificates of Insurance (Current Awardees only)** : Cities Certificate of Insurances.pdf

**Expiration Date of Certificates of Insurance** : 2024-10-01

*Created by* : integrations+23320@zenginehq.com

*Record ID #* : 5463937

*Last change* : 2024-03-29T01:55:47+0000



# Praisealujah - Praisea

**Linked Agency Profile :** Praisealujah

**Program Name :** Praisea

## Grant Request and Brief Budget Overview

Detailed budget information will be required to be completed and uploaded in the Program and Budget Upload.

**Check all the cities to which you are applying. :**

Burien

Des Moines

Federal Way

Kent

SeaTac

**Burien 2023 Awarded Amount :** \$0

**Burien 2025 Requested Amount :** \$50,000

**Des Moines 2023 Awarded Amount :**

**Des Moines 2025 Requested Amount :** \$50,000

**Federal Way 2023 Awarded Amount :**

**Federal Way 2025 Requested Amount :** \$50,000

**Kent 2023 Awarded Amount :**

**Kent 2025 Requested Amount :** \$50,000

**SeaTac 2023 Awarded Amount :**

**SeaTac 2025 Requested Amount :** \$50,000

**(\$)Total Requests to All Cities :** 250000

**2023 Total Program Budget (Actual) :** \$893,000

**2025 Total Program Budget (Projected) :** \$1,175,000

**If there is a significant increase (more than 10%) in the 2025 proposed budget, please check all that apply. :**

Meeting new/increased community need

New or expanded service delivery model

Serving additional clients

Increased cost to deliver services

## Program Information

**Describe your program in a brief phrase or one short sentence (e.g., emergency shelter for men, domestic violence support for Asian survivors, mental health services for children and youth). :** Praisealujah’s multifaceted approach to drug and alcohol treatment for men and women, encompassing a commitment of six months to one year,

demonstrates a comprehensive strategy to address the complex issues of addiction and homelessness. By incorporating counseling, worker retraining, and outreach initiatives, they are able to provide holistic support to individuals seeking to break free from the cycle of addiction and homelessness.

#### Program Contact

**Name :** Adam Maldonado

**Email :** lean6sigagile@gmail.com

**Phone :** (206) 458-5044

## Program Description

**What specific, emerging, and/or unique issue is the community you serve facing?** : One specific, emerging, and unique issue that the community served by Praisealujah is facing is the intersection of substance abuse and mental health disorders among vulnerable populations. This issue presents several challenges: 1. Dual Diagnosis: Many individuals experiencing homelessness or struggling with addiction also have co-occurring mental health disorders, such as depression, anxiety, or post-traumatic stress disorder (PTSD). Treating both substance abuse and mental health issues simultaneously can be complex and requires specialized care and resources. 2. Stigma and Barriers to Treatment: There is often a stigma associated with both mental illness and substance abuse, which can prevent individuals from seeking help or accessing appropriate treatment. Additionally, individuals experiencing homelessness may face additional barriers, such as lack of insurance, transportation, or stable housing, further exacerbating their ability to access care. 3. Limited Resources: Communities may lack adequate resources and infrastructure to address the complex needs of individuals facing both substance abuse and mental health disorders. This can include a shortage of mental health professionals, insufficient funding for treatment programs, and gaps in coordination between different service providers. 4. Trauma-Informed Care: Many individuals experiencing homelessness and addiction have experienced trauma in their lives, which can exacerbate their mental health and substance abuse issues. Implementing trauma-informed care approaches is essential for providing effective and compassionate treatment that addresses the underlying causes of addiction and homelessness. Praisealujah and similar organizations serving this community must adapt their programs and services to address these emerging challenges effectively. This may involve expanding mental health services, providing trauma-informed care training to staff, advocating for policy changes to improve access to care, and collaborating with other stakeholders in the community to develop comprehensive solutions.

**Describe your proposed program. Include details on the services provided, how and who will deliver these services.** : "New Horizons: Breaking the Chains of Addiction and Homelessness" Objective: The primary objective of the program is to empower individuals struggling with substance abuse and homelessness to achieve long-term recovery, stability, and self-sufficiency. The program seeks to address the underlying factors contributing to addiction and homelessness while providing holistic support to participants on their journey towards positive life transformation. Components: 1. Residential Treatment Program: Participants will have access to a structured and supportive residential treatment program, ranging from six months to one year, depending on individual needs. This program will provide a safe and stable environment where participants can focus on their recovery journey free from the distractions and triggers of their previous environment. 2. Comprehensive Counseling Services: The program will offer individual and group counseling sessions facilitated by licensed therapists and addiction counselors. Counseling will address a range of issues, including substance abuse, mental health, trauma, family dynamics, and life skills development. Participants will receive personalized treatment plans tailored to their specific needs and goals. 3. Worker Retraining and Vocational Support: Recognizing the importance of economic stability in sustaining recovery, the program will offer vocational training, job readiness workshops, and assistance with job placement and retention. Participants will have the opportunity to gain valuable skills, pursue education and training opportunities, and secure employment to support their transition to independent living. 4. Case Management and Wraparound Services: Each participant will be assigned a dedicated case manager who will provide ongoing support, advocacy, and coordination of services throughout their journey in the program. Wraparound services may include access to healthcare, housing assistance, legal support, financial counseling, and transportation assistance to address various needs and barriers to success. 5. Community

**Outreach and Peer Support:** The program will engage in community outreach efforts to raise awareness, reduce stigma, and connect with individuals in need of support. Peer support groups and mentorship programs will be established to foster a sense of belonging, mutual support, and accountability among participants. 6. **Aftercare Planning and Follow-Up:** Upon completion of the residential program, participants will receive comprehensive aftercare planning to ensure continuity of care and ongoing support as they transition back into the community. Follow-up services, relapse prevention strategies, and alumni support networks will be available to help participants maintain their sobriety and continue their journey towards lasting recovery.

**Who will be served by this program?** : Through the expansion of our present program and by developing new partnerships, Praisealujah will increase the number of people who are presently taking advantage of the services provided. Immigrants, Refugees, Homeless, Addicted, Veterans, Victims of Domestic Violence, Black, Indigenous, and People of Color (BIPOC), are amongst the groups which the expanded services will be served by the 'New Horizons' Program.

**How do clients hear about the services or the work that you provide?** : 1. **Community Partnerships:** Praisealujah may collaborate with other community organizations, healthcare providers, faith-based groups, and social service agencies to raise awareness about their services and reach individuals in need. 2. **Referrals:** Clients may be referred to Praisealujah's services by healthcare professionals, social workers, counselors, or other service providers who recognize their need for addiction treatment and support. 3. **Online Presence:** Maintaining a website and active presence on social media platforms allows Praisealujah to disseminate information about their programs, services, success stories, and upcoming events to a wider audience. 4. **Outreach Events:** Hosting or participating in community events, health fairs, job fairs, and substance abuse prevention initiatives provides opportunities to engage with individuals and families affected by addiction and homelessness and inform them about available resources. 5. **Print Materials:** Distributing flyers, brochures, posters, and informational materials in community centers, libraries, healthcare facilities, and public spaces can help raise awareness and attract individuals seeking assistance. 6. **Media Coverage:** Securing media coverage through local newspapers, radio stations, and television channels can help amplify Praisealujah's message and reach a broader audience.

## Program Impact

**How is your organization working to address disparities based on race, gender, income, and other factors within your organization and in the services you provide? What changes or impacts have you seen as a result of your efforts?** : **Evaluation and Impact:** The program will be continuously evaluated through outcome measures, participant feedback, and stakeholder input to assess its effectiveness, identify areas for improvement, and measure its impact on participants' lives. Success metrics may include sobriety rates, employment outcomes, housing stability, and overall well-being indicators. By providing a holistic and integrated approach to addressing the complex needs of individuals facing substance abuse and homelessness, the proposed program by Praisealujah aims to break the chains of addiction and homelessness and empower participants to build brighter futures for themselves and their communities.

Outcome measures should reflect how the unique services you provide improve the lives of your clients. As you prepare your outcomes, start thinking about what impacts of your services you are most proud of.

Outcomes should measure the percentage of people you serve who experience a desired improvement. This should be based on data, not anecdotal evidence or guesses. Outcomes measure the quality of your programs and services, not the quantity of services delivered.

[Questions? Watch this 5-minute video tutorial and/or contact city staff.](<https://bit.ly/3OGDZ8F>)

Outcome Measure 1:

**The desired result of engaging with your program or service is:** : Increase the percentage of clients recruited into the program by 30%

**The percentage of clients who will achieve this result is:** : 0.75

**How we collect the outcome data (e.g., annual satisfaction survey, 3-month phone follow-up):** : Outcome data is collected through the number of graduates successfully completing milestones while attending the program. Many past graduates continue to attend many of the functions which Praisealujah hosts. Phone follow ups are done randomly to invite past graduates and to follow up on their testimonies.

**Only one measure of program success (i.e., Outcome) is required. Do you have a second outcome?** : No

## Program Accessibility

**What percentage of your staff identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 0.40

**All program facilities are accessible to individuals with disabilities according to the ADA Accessibility Guidelines.** : Yes

**This program provides services in office location(s) in these cities.** :

Burien

Des Moines

SeaTac

**This program is accessible in terms of transportation.** :

Close public transportation

Provide own transportation services

Program staff travels to clients

Mobile location

**This program strives to accommodate client schedules.** :

Evenings

Early Morning

On Demand and/or Same Day

Holidays

**The program is accessible in terms of language (offering translation and interpretation services). In what ways is your program accessible in terms of languages?** :

Translated materials

Program and/or agency staff speaks languages other than English

## Additional Information

Several cities anticipate making Community Development Block Grant (CDBG) funds available. CDBG funds are federal monies that require additional recordkeeping, financial tracking, and reporting processes. Please check the City Specific Information Sheets to contact cities if you have questions.

**Is your agency willing and able to accept CDBG funds?** : Yes

**Any other information that you would like to share that would help in making a funding decision?** : Once you see how Praisealujah is making a difference and being part of the solution, the program spreads to others organically. Funding will help to improve advertising and hosting costs for many more events.

## Additional Required Documents

To access training materials and required template for upload, please go to

[www.share1app.org/application](http://www.share1app.org/application).

**Program and Budget Detail Attachment** : Praisealujah\_NewHorizons\_Budget2025-26.xlsx

**Supplemental Question (only if applying to Burien)** : Praisealujah City of Burien 2025-2026 Supplemental Question.pdf

## Certification Statement and Submission

**I have reviewed, understand, and am prepared to comply with city-specific minimum requirements should this program receive funding.** : Yes

I have the authority and hereby certify that the information contained in this application and the accompanying documents are true, that all financial documents have been reviewed for accuracy, and that the application is made with the knowledge and proper authorization of the organization. The application, if funded, may be included in a contracting process. As this application is made to one or more government entities, I understand this is a government document that is subject to applicable laws regarding disclosure. In typing my name below, I hereby agree with this certification statement. I understand that this is the same as my printed signature at this time.

**Authorized Signer** : Adam Maldonado

**Record Label** :

**Category** : Safe & Healthy Communities

**Subcategory** : medical/dental

*Created by* : integrations+38430@zenginehq.com

*Record ID #* : 63315048

*Last change* : 2024-04-05T21:28:41+0000

| REVENUES                 | 2023             | 2025               | Difference<br>% |
|--------------------------|------------------|--------------------|-----------------|
|                          | Awarded          | Requested          |                 |
| Auburn                   |                  |                    |                 |
| Bellevue                 |                  |                    |                 |
| Burien                   | \$0              | \$50,000           |                 |
| Covington                |                  |                    |                 |
| Des Moines               | \$0              | \$50,000           |                 |
| Federal Way              | \$0              | \$50,000           |                 |
| Issaquah                 |                  |                    |                 |
| Kenmore                  |                  |                    |                 |
| Kent                     | \$0              | \$50,000           |                 |
| Kirkland                 |                  |                    |                 |
| Redmond                  |                  |                    |                 |
| Renton                   |                  |                    |                 |
| Sammamish                |                  |                    |                 |
| SeaTac                   | \$0              | \$50,000           |                 |
| Shoreline                |                  |                    |                 |
| Tukwila                  |                  |                    |                 |
| <b>Subtotal</b>          | <b>\$0</b>       | <b>\$250,000</b>   |                 |
| County government funds  |                  | \$250,000          |                 |
| State/federal government |                  |                    |                 |
| Foundations              |                  |                    |                 |
| Corporations             |                  |                    |                 |
| Private funds            | \$475,000        | \$375,000          | -21%            |
| Fundraising              | \$418,000        | \$300,000          | -28%            |
| In-Kind*                 |                  |                    |                 |
| Other*                   |                  |                    |                 |
| <b>Subtotal</b>          | <b>\$893,000</b> | <b>\$925,000</b>   | <b>4%</b>       |
| <b>TOTAL</b>             | <b>\$893,000</b> | <b>\$1,175,000</b> | <b>32%</b>      |

\*In-kind or other revenue explanation (if applicable)

| EXPENSES                                   | 2023             | 2025             | Cities'<br>Share |
|--|------------------|------------------|------------------|
|  | Actual           | Projected        |                  |
| Salaries/Wages                             | \$90,000         | \$96,000         | \$10,000         |
| Benefits                                   |                  |                  |                  |
| Admin/Indirect                             |                  |                  |                  |
| Depreciation                               | \$1,200          | \$1,200          |                  |
| Direct Aid to Clients                      | \$400,000        | \$425,000        | \$147,000        |
| Equipment/Supplies/Office                  | \$3,000          | \$3,000          | \$3,000          |
| Insurance                                  | \$5,000          | \$5,000          | \$5,000          |
| Postage/Shipping                           | \$2,000          | \$3,000          | \$3,000          |
| Printing/Advertising                       | \$1,000          | \$1,000          | \$1,000          |
| Professional Services/Dues/Fees            | \$5,000          | \$5,000          | \$5,000          |
| Rent and Utilities                         | \$360,000        | \$360,000        | \$55,000         |
| Repair/Maintenance                         | \$10,000         | \$10,000         | \$5,000          |
| Telecommunications                         | \$5,000          | \$5,000          | \$5,000          |
| Travel and Training                        | \$6,000          | \$6,000          | \$6,000          |
| In-Kind*                                   |                  |                  |                  |
| Other*                                     | \$5,000          | \$5,000          | \$5,000          |
| <b>Total</b>                               | <b>\$893,200</b> | <b>\$925,200</b> | <b>\$250,000</b> |
| 2023 to 2025 Budget Difference (%)         |                  | 4%               |                  |
| Total # of paid FTEs:                      |                  | 2                |                  |
| Total # of unpaid FTEs (if volunteer-run): |                  | 120              |                  |

Surplus/deficit 2025 explanation

|                   | Service Unit 1 |                |                  | Service Unit 2 |                |                  | Service Unit 3 |                |                  |
|-------------------|----------------|----------------|------------------|----------------|----------------|------------------|----------------|----------------|------------------|
|                   | 2023 Actual    | 2025 Projected | 2025 City Funded | 2023 Actual    | 2025 Projected | 2025 City Funded | 2023 Actual    | 2025 Projected | 2025 City Funded |
| Name              | Counseling     |                |                  | Clothing Bank  |                |                  | Food           |                |                  |
| Measurement       | Group session  |                |                  | Individual     |                |                  | Household      |                |                  |
| Brief Description |                |                |                  |                |                |                  |                |                |                  |
| Auburn            |                |                |                  |                |                |                  |                |                |                  |
| Bellevue          |                |                |                  |                |                |                  |                |                |                  |
| Burien            | 1872           | 3744           | 3744             | 10800          | 10800          | 10800            | 19000          | 26000          | 26000            |
| Covington         |                |                |                  |                |                |                  |                |                |                  |
| Des Moines        | 500            | 1000           | 1000             | 500            | 1500           | 1500             | 500            | 800            | 800              |
| Federal Way       | 100            | 125            | 125              | 200            | 500            | 500              | 200            | 500            | 500              |
| Issaquah          |                |                |                  |                |                |                  |                |                |                  |
| Kenmore           |                |                |                  |                |                |                  |                |                |                  |
| Kent              | 100            | 400            | 400              | 100            | 400            | 400              | 200            | 500            | 500              |
| Kirkland          |                |                |                  |                |                |                  |                |                |                  |
| Mercer Island     |                |                | N/A              |                |                | N/A              |                |                | N/A              |
| Redmond           |                |                |                  |                |                |                  |                |                |                  |
| Renton            |                |                |                  |                |                |                  |                |                |                  |
| Sammamish         |                |                |                  |                |                |                  |                |                |                  |
| SeaTac            | 1000           | 1200           | 1200             | 500            | 1000           | 1000             | 28800          | 57600          | 57600            |
| Shoreline         |                |                |                  |                |                |                  |                |                |                  |
| Tukwila           |                |                |                  |                |                |                  |                |                |                  |
| Seattle           |                |                | N/A              |                |                | N/A              |                |                | N/A              |
| Other KC          |                |                | N/A              |                |                | N/A              |                |                | N/A              |
| Outside KC        |                |                | N/A              |                |                | N/A              |                |                | N/A              |
| Unknown           |                |                | N/A              |                |                | N/A              |                |                | N/A              |
| <b>TOTAL</b>      | <b>3572</b>    | <b>6469</b>    | <b>6469</b>      | <b>12100</b>   | <b>14200</b>   | <b>14200</b>     | <b>48700</b>   | <b>85400</b>   | <b>85400</b>     |

If 2025 projected services are significantly different than those actually provided in 2023, or if your cost per service unit varies between cities, please explain.

With increased funding Praisealujah will host more giveaway events with partners in each city in which we are requesting to expand our services to address increased demand, Program expansion, Improved Efficiency, Enhanced Funding, and Strategic Partnerships to address these increased needs.

|               | Residents    |                |                  |
|---------------|--------------|----------------|------------------|
|               | 2023 Actual  | 2025 Projected | 2025 City Funded |
| Auburn        |              |                |                  |
| Bellevue      |              |                |                  |
| Burien        | 27000        | 50000          | 25000            |
| Covington     |              |                |                  |
| Des Moines    | 28000        | 50000          | 25000            |
| Federal Way   | 5000         | 10000          | 5000             |
| Issaquah      |              |                |                  |
| Kenmore       |              |                |                  |
| Kent          | 5000         | 10000          | 5000             |
| Kirkland      |              |                |                  |
| Mercer Island |              |                | N/A              |
| Redmond       |              |                |                  |
| Renton        |              |                |                  |
| Sammamish     |              |                |                  |
| SeaTac        | 32000        | 50000          | 50000            |
| Shoreline     |              |                |                  |
| Tukwila       |              |                |                  |
| Seattle       |              |                | N/A              |
| Other KC      |              |                | N/A              |
| Outside KC    |              |                | N/A              |
| Unknown       |              |                | N/A              |
| <b>TOTAL</b>  | <b>97000</b> | <b>170000</b>  | <b>110000</b>    |



# Praisealujah

**Linked Applicant :** lean6sigagile@gmail.com

## Agency Information

Please review agency profile and make sure all information is current.

**Agency Name :** Praisealujah

**EIN # :** 01096454

**DUNS # :**

CEO/Executive Director

**Name :** Kelly Crow

**Email :** praisealujah@comcast.net

**Phone :** 2063079166

**Agency Main Office Address :** 19825 Des Moines Memorial Dr S

**City :** Des Moines

**State :** US-WA

**Zip :** 98148

**Please describe the services provided by the agency. :** Praisealujah's rehabilitation program is designed to provide holistic support to individuals struggling with addiction and homelessness, offering them an opportunity for transformation and empowerment. Participants enter into a 6-month or one year commitment to the program. Dues are \$500 per month, which covers all costs for housing, room & board. The program integrates worker training with its food distribution and outreach initiatives, creating a comprehensive approach to recovery and community reintegration. 1. Worker Training Program: Praisealujah offers a structured worker training program that equips participants with valuable skills and knowledge in various areas. This includes training in food distribution logistics, inventory management, customer service, construction, staffing, and outreach strategies. The program aims to build confidence, competence, and employability among participants, preparing them for meaningful employment opportunities in many great paying industries and beyond. 2. Food Distribution: Participants actively engage in Praisealujah's food distribution activities. They assist in sourcing, sorting, and distributing food from local farms, distributors, and grocery vendors to partner organizations, churches, and food banks across the Puget Sound region. Through hands-on experience, participants learn about food safety protocols, supply chain management, and the importance of community collaboration in addressing food insecurity. 3. Outreach Initiatives: In addition to food distribution, participants are involved in outreach efforts to support individuals experiencing addiction and homelessness. They engage with community members in need, offering resources, support, and referrals to essential services such as housing assistance, healthcare, and counseling. Through compassionate outreach, participants foster trust and connection within the community, breaking down barriers to accessing support and services. 4. Life Skills Development: Praisealujah's rehabilitation program also emphasizes the development of essential life skills necessary for long-term recovery and success. Participants receive training in financial literacy, time management, communication, and conflict resolution, empowering them to navigate life's challenges with resilience and confidence. Additionally, they have access to mentorship and peer support networks, providing a sense of belonging and accountability on their journey toward self-sufficiency. 5. Holistic Support Services: Recognizing the complex needs of individuals facing addiction and homelessness, Praisealujah offers holistic support services tailored to each participant's unique circumstances. This may include access to substance abuse treatment, mental health counseling, vocational training, and housing assistance. By addressing the root causes of homelessness and addiction while providing practical skills and support, the program seeks to empower participants to rebuild their

lives and thrive in their communities. Overall, Praisealujah's rehabilitation program combines worker training, food distribution, and outreach initiatives to create a supportive environment where individuals can heal, learn, and grow. By empowering participants with skills, resources, and a sense of purpose, the program aims to break the cycle of addiction and homelessness, fostering hope and resilience for a brighter future.

**2023 Actual Budget** : \$621,000

**2025 Estimated Budget** : \$800,000

**What percentage of your agency leadership identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 0.80

**What percentage of your board identifies as Black, Indigenous, and/or Person of Color (BIPOC)?** : 0.30

## Document Uploads

**Most recent audit or financial review** : PRAISEALUJAH DISCIPLESHIP — 2022 990.pdf

**If there were any significant deficiencies or findings, upload management's corrective action plan.** :

**Most recent agency budget to actuals or financial statement.** : PRAISEALUJAH DISCIPLESHIP — 2022 990.pdf

**List of current board of directors** : PRAISEALUJAH DISCIPLESHIP — 2022 990.pdf

**Non-discrimination policy** : Praisealujah Non-Discrimination Policy.pdf

**IRS tax determination letter** : Praisealujah Tax Exempt.jpeg

## Insurance Information

**We certify that if our agency is awarded funds, we are able to meet city-specific insurance requirements.** : Yes

**Certificates of Insurance (Current Awardees only)** :

**Expiration Date of Certificates of Insurance** :

*Created by* : integrations+38430@zenginehq.com

*Record ID #* : 62865862

*Last change* : 2024-04-04T23:18:21+0000