



# 2024-2026 WINcome Grant Guidelines

The WINcome equation:

Women + Income = **Women Thriving**

## WINcome Funding Opportunity

Through the grant investments and partnerships of [WINcome](#), WFCO will support gender, racial, and economic equity for Colorado women and families of every background and identity. WINcome grantee partners will align with WFCO priorities of improving access to increased incomes and holistic resources such as:

- ▶ Jobs with pay and benefits that satisfy basic needs, close the gender and racial income gap, and support economic security
- ▶ Education and training, and ongoing opportunities to upskill and reskill
- ▶ Capital for women entrepreneurs
- ▶ Support for survivors of intimate partner violence or domestic violence
- ▶ Child care and other caregiver support; and/or
- ▶ Support for basic human needs, such as food, housing, health care, and transportation.

WINcome direct service grant partners have experience in and will continue distributing flexible cash assistance, complementing the holistic resources they provide the community.

Community organizing, advocacy, research, and/or public policy grantee partners will focus their efforts on one or more of the following:

- ▶ Cash assistance, guaranteed income, or basic income
- ▶ Access to childcare
- ▶ Worker justice
- ▶ Public benefits
- ▶ Equitable fiscal reform
- ▶ Support for survivors of intimate partner violence or domestic violence; and/or
- ▶ Reproductive justice

WINcome community organizing, advocacy, research, and/or public policy partners will also focus their efforts on advancing public policy that increases women's and gender expansive individual's incomes and/or increases access to cash available to Coloradans at the local and/or state levels.

Through a collaborative approach, all WINcome grantee partners will support systems change and narrative change/storytelling to advance policies that support women's and gender expansive individual's economic security.

## What is flexible cash assistance?

WFCO defines flexible cash assistance as financial support that increases an individual's financial freedom, and includes:

- ▶ **Unconditional cash transfers** - cash payment that does not require the individual to meet certain conditions in order to participate (e.g. work requirements)
- ▶ **Unrestricted cash transfers** - cash payment is directed solely by the individual, individual is trusted to utilize funds where they are most impactful
- ▶ **Direct cash assistance** - cash that is distributed directly to an individual without any restrictions or conditions surrounding the payment
- ▶ **Payments to third parties** - payments made on behalf of an individual to a third party, as determined by the individual, to avoid a benefits cliff, therefore releasing restrictions on funds that the third party payment covered (e.g. payments to utility companies, landlords, gas gift cards, etc.)
- ▶ **Basic income** - recurring, unrestricted, unconditional payments that are enough to cover basic needs\*
- ▶ **Guaranteed income** - recurring, unrestricted, and unconditional payments that supplement the current benefits of the social safety net, meaning it does not replace them. The focus of this income distribution tends to be on low-middle income communities that are marginalized, as it aims to address historic gender, racial, and economic injustices.\*

*\*These definitions come from Income Movement's [Basic Income Terminology guide](#).*

## WINcome grantee partners will:

**Value trust, flexibility, and autonomy:** Grants will be made to organizations demonstrating individuals can advance economically when they are trusted to make their own decisions about what they and their families need. When cash is distributed, individuals have the autonomy to direct the resources wherever they and their families need, on a timeline that works best for them. There is flexibility in the way cash is distributed to individuals to avoid adverse impacts, such as the benefits cliff, on an individual's or household's economic situation.



## WINcome grantee partners will (continued):

**Collaborate to advance systems change:** With an emphasis on collaboration, grantee partners will further support systems change, including narrative change, community organizing, advocacy, research and/or public policy, to improve access to cash assistance and flexible resources. We recognize collaboration can be a very general term. We hope the non-exhaustive list of examples below help your organization while considering to apply for WINcome:

- ▶ Direct service and public policy advocacy organizations seeking and integrating community member voice in their own organizational structure, such as having community board members, working with individuals with lived experience to support programming, and/or encouraging and integrating community member feedback in programmatic design and implementation.
- ▶ Public policy advocacy organizations actively partnering with direct service organizations and/or community members to inform or lead their policy advocacy work.
- ▶ Direct service organizations actively partnering with public policy advocacy organizations to support public policy organizing, including supporting community members in being advocates for systems change that impacts them directly.

**Share their story to change narratives on cash assistance:** Grantee partners will continue sharing the story of their work, including the impact of flexible cash assistance on women, gender expansive individuals, and their families, and/or the impact of policies that center gender, racial, and economic equity on communities. Grantees will further reinforce and expand understanding of what we already know about cash assistance; it supports individuals in meeting their basic needs, investing in their futures, and provides hope, among other positive outcomes.

## WINcome Funding Model

WFCO plans to partner with WINcome grantees for three years, with the first annual grants made in late 2024 and yearly renewals for up to three years of funding. It is anticipated that grants will be made near the end of each year of the cycle. Grants will vary based on organization or program, but will generally be in the range of **\$30,000 - \$60,000 per year**.

For grants that include flexible cash assistance to individuals, a portion of the grant may support operations. At least 50% of the grant will be dedicated to providing cash assistance of up to \$5,000 per woman or gender expansive person per year to individuals experiencing poverty or facing barriers to economic security. Funds will supplement their incomes and resources, and complement the services received through partners' programs.

Grantee partners will participate in evaluation and learning efforts with WFCO and will have opportunities to connect and collaborate with other grantees. Evaluation, renewal, and learning opportunities will be designed with grantee input and coordinated by WFCO. Evaluation and renewal requirements of grantees include:

- ▶ Reporting organizational and program-related data, with input from grantee partners about the data most relevant, feasible, and valuable to include.
- ▶ Organizations providing direct services and distributing flexible cash assistance will be expected to support participants who are willing to share their experiences to complete surveys, interviews, or other data collection and storytelling activities.
- ▶ Additional information may be requested.

An evaluation and renewal, guided by grantee partners, will be conducted concurrently once per year.

## Eligibility for WINcome Grants

WINcome grantee partners will work to improve women's economic security through direct service programs, community organizing, advocacy, research, and/or public policy and systems change at the local, county, and/or state level, or a combination of these strategies.

Two community-based, volunteer committees will guide WFCO's selection of WINcome grantee partners, under the guidance of the following values:

**Gender, racial, and economic equity:** WFCO partners with organizations that serve individuals identifying as women, regardless of gender expression, including those:

- ▶ Experiencing poverty,
- ▶ Facing barriers to economic opportunity and security,
- ▶ Experiencing historic and systemic marginalization on the basis of their gender and additional intersection of identities including race, ethnicity, immigration status, age, sexuality, gender expression, religion, or ability; or
- ▶ Who are survivors of domestic violence or intimate partner abuse.



## Eligibility for WINcome Grants (continued)

Organizations funded might serve all different types of people, but the program funded through WINcome should operate using a gender lens and deeply understand the unique barriers that those who identify as women, especially those marginalized by multiple systems of oppression, face in advancing economically.

Grants will be made to organizations **servicing** diverse women in communities across the state and **led by** teams of board and staff that reflect and represent those they serve. Grantee partners **demonstrate commitment to gender, racial, and economic equity** in their programs, board, staff, policy, and practices.

## Who may apply?

- ▶ Nonprofit organizations, American Indian Nations, PK-12 and postsecondary schools, local government, and other tax-exempt organizations.
- ▶ Unincorporated organizations, groups, and initiatives may apply but must have a tax-exempt fiscal sponsor.
- ▶ Organizations must apply a gender, racial, and economic equity lens to their work and serve women and their families in Colorado communities; agree that any person identifying as a [woman](#) is a woman, regardless of gender expression; and align with WFCO's vision, mission, values, and goal of advancing gender, racial, and economic equity, and [our reproductive health statement](#)
- ▶ Faith-based organizations are eligible to receive grants. Funds cannot be used for proselytizing or promoting religious beliefs. Funds also cannot be used for programs that require participants or beneficiaries to adhere to, hold, or express a general or particular religious belief.
- ▶ Organizations that do not limit or oppose individuals' rights to self-determination including access to reproductive health care and abortion services.

## Who may not apply?

- ▶ Individuals
- ▶ Businesses/corporations
- ▶ Organizations and initiatives that may be deemed discriminatory on the basis of race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, age, physical or mental ability, veteran status, military obligation, marital status, or any other classification protected by federal or state law.

## WINcome Application Process & Timeline

WINcome opens for applications on **June 20, 2024**. The process is split into two parts.

**Part I:** The application period for WINcome is **June 20 - August 28, 2024**. Organizations not currently funded by WINcome will submit an application via Google Forms before midnight on **August 28**. Following review of applications, finalists will be selected to move forward. WFCO programs staff will request to meet with finalists for a 1-hour conversation to take place between **September 16 - October 4**.

**Part II:** Finalist conversations will cover the applicant's proposed WINcome work and organizational finances. Following the conversation, staff may request additional information via secure email communications.

Following approval of staff, community volunteers, and the WFCO Board of Trustees, application status will be communicated with finalists in the week of **November 18**. This may be adjusted based on available funding and other considerations.

## WINcome Part I Application - Informational Questions

In the Google Form, there is an application path for direct service organizations and community organizing, advocacy, research, and/or public policy organizations. Please select the statement that best fits your organization to get started on the appropriate application path:

- My organization is seeking WINcome funds to provide holistic, direct services, including flexible cash assistance, to women and gender expansive individuals and their families in my Colorado community.
- My organization is seeking WINcome funds for community organizing, advocacy, research, and/or public policy to advance gender, racial, and economic equity for women and gender expansive individuals in Colorado through systems change.

**All applicants will respond to the following questions, unless otherwise noted.**

- Organization Name
- Name of Fiscal Sponsor (if applicable)
- Contact Information (who should we contact about next steps?)
  - Name, pronouns, title, phone number, and email
- Is the organization headquartered in Colorado (Y/N)
- Which Colorado county or counties would your organization serve with this grant? (select all that apply)



## WINcome Part I Application - Informational Questions (continued)

- Which best describes your organization?
  - Direct service organization
  - Community organizing, advocacy, research, and/or public policy organization
  - Child care provider
  - PK-12 school
  - Postsecondary school/institution
  - Government entity
  - American Indian Nation
  - Other (please provide more information below)
- **Direct service applicants** - Which resources aligned with WFCO priorities does your organization help women and gender expansive individuals to access? (select all that apply)
  - Jobs with pay and benefits that satisfy basic needs, close the gender and racial income gap, and support economic security
  - Education and training, and ongoing opportunities to upskill and reskill
  - Capital for women entrepreneurs
  - Support for survivors of intimate partner violence or domestic violence
  - Child care and other caregiver support
  - Support for basic human needs, such as food, housing, healthcare, transportation
- **Community organizing, advocacy, research, and/or public policy applicants** - Which resources/systems changes aligned with WFCO priorities does your organization help women to access/benefit from? (select all that apply)
  - Cash assistance, guaranteed income, or basic income
  - Access to childcare
  - Worker justice
  - Public benefits
  - Equitable fiscal reform
  - Support for survivors of intimate partner violence or domestic violence; and/or
  - Reproductive justice
- WINcome Grant Amount Requested (between \$30,000-\$60,000)
- What is the total annual operating budget for your organization?

- Number of staff:
  - 2 full-time staff or fewer
  - 3-5
  - 6-9
  - 10-19
  - 20-49
  - 50+
- **Direct service applicants** - Does your organization distribute flexible cash assistance in addition to providing resources to support participants/clients in advancing their economic security? (Y/N)
- **Community organizing, advocacy, research, and/or public policy applicants** - Does your organization engage in policy advocacy work that advances women's and gender expansive individuals' gender, racial, and economic equity in Colorado? (Y/N)

## WINcome Part I Application - Narrative Questions

- **All applicants**
  - Please share your organization's mission, vision, values, and/or priorities.
  - Please describe the demographics of the organization's staff, senior leadership team, and board. Please also describe how your team reflects and represents the community served.
  - Applicants have the option to upload a maximum of 5 documents, if they wish, to support their responses.
- **Direct service applicants**
  - How does your organization serve women and gender expansive individuals? Please also include how your organization intentionally collaborates with the individuals that participate in your services and cash distribution.
  - Please describe the demographics of the communities you serve in your programming and in your cash assistance distribution, and the barriers to economic security they face.
  - Approximately how many women and gender expansive individuals receive flexible cash assistance from your organization each year?
  - How are flexible cash participants selected?
  - How much cash assistance is provided, how often, and over what period of time?
  - How do the payments complement (rather than replace or impact eligibility for) other assistance they may receive?
  - What support do you need for continued implementation?



### WINcome Part I Application - Narrative Questions

- **Community organizing, advocacy, research, and/or public policy applicants**
  - How does your organization organize and advocate for systems change that supports women and gender expansive individuals' economic opportunity, security, and equity?
  - How does your organization intentionally collaborate with community members impacted by your public policy advocacy?
  - Please describe the demographics of the communities you engage in organizing and advocacy and the barriers to economic security they face.
  - Please describe your current and future work in public policy advocacy to increase women and gender expansive individuals' incomes and/or increase access to cash available to Coloradans at the local and/or state levels.

**Apply now**

Current WINcome grantee partners should have received communication from WFCO about an alternative application process. If you are a current WINcome grantee and did not receive this communication, please contact [wincome@wfco.org](mailto:wincome@wfco.org).

### WINcome Part II Application

The questions for the second part of the WINcome application will center additional organizational information, including questions about program implementation, finances, and evaluation of your programs. Questions will be sent to finalists in advance of the conversation.

### Key Dates

6/20/24	WINcome application opens
6/27/24	Virtual informational session with WFCO staff. Spanish interpretation will be available. Session will be recorded and uploaded to the WINcome web page.
7/18/24	Open office hour with WFCO staff - Spanish interpretation will be available.
8/22/24	Open office hour with WFCO staff - Spanish interpretation will be available.
8/28/24 before midnight	WINcome application closes
Week of 9/9/24	WINcome finalists notified - applicants that do not move forward notified
9/16 - 10/4/24	1-hour conversations with WINcome finalists
October 2024	Application review by two community-based, volunteer committees - additional organizational and financial information may be requested
November 2024	WFCO Board of Trustees will vote and approve WINcome grantees - all finalists notified
December 2024 - January 2025	Grantees sign grant agreements, grant distribution

The next anticipated open WINcome grant cycle is in 2027. For questions, please email [wincome@wfco.org](mailto:wincome@wfco.org).