



THE WOMEN'S FOUNDATION OF COLORADO

The Women and Families of CO Relief Fund



WFCO 2020 Relief Fund Report



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Executive Summary

The Women's Foundation of Colorado (WFCO) implemented the Women and Families of CO (WFCO) Relief Fund in April through June of 2020 to rapidly and responsively distribute general operating grants to 501(c)(3) and other tax-exempt organizations that were addressing the emergency needs of Colorado women and their families who were most impacted by COVID-19.


287

Applications
Received


108

Total Grants
Awarded


\$782,500

Total Amount
Awarded


102

Organizations
Funded

Funds were awarded to 85 direct service (DS), organizations across 24 Colorado counties, 9 policy advocacy (PA) organizations, and 8 social ventures led by and benefitting women. Direct service organizations provide services to individuals while policy advocacy organizations address systems-level change. A brief survey was disseminated in August and September of 2020 to learn more about how funds were used and their perceived impacts; 89 of the 102 (87%) organizations completed the survey.

Funds Reached Diverse Women and Organizations Across Colorado

DS grantees reached an estimated **99,353 diverse individuals and/or families** through the WFCO Relief Fund, and an estimated **4,234 organizations** received support.

Over 80% of DS grantees used funds to serve:



Executive Summary

Funds Helped Keep Doors Open Safely

DS grantees used funds to support operational costs, staff salaries, and programming so that organizations could remain open safely during the pandemic. WFCO relief funds were used to:

- ✓ Transition to remote/online service delivery, including telehealth and virtual home visits
- ✓ Extend operations and staffing to meet the increased need for emergency assistance while complying with social distancing guidelines and safety requirements
- ✓ Address funding gaps that resulted from canceling fundraising and community events

"The funds we received were instrumental to keep the doors open. Our funding comes from events and we had to cancel all events because of COVID."

- DS Organization Staff

Funds Provided COVID-19 Responsive Care to Women and Families

Many DS organizations utilized the WFCO Relief Fund as **direct cash assistance** to community members as an immediate response to the COVID-19 pandemic. **Providing direct cash assistance to women and families for rent, utilities, food, and other needs was critical during a time when many community members were experiencing reduced work hours or loss of employment.**

WFCO relief funds were used for:

- ✓ Housing to prevent homelessness and evictions
- ✓ Food/meal distribution to ensure women had safe access to nutritious food
- ✓ Child care, including to support essential workers who needed care for their children
- ✓ Technology and WiFi to help with remote learning and access to critical information
- ✓ Domestic violence crisis intervention such as safe housing support and case management
- ✓ Mental health services to help women manage intense stressors and re-traumatization
- ✓ Enhanced case management and access to professional development
- ✓ Support for students, immigrant families, and others who did not have access to state/federal assistance programs

Funds Kept Coloradans Informed & Supported Local Businesses

Complementing and enhancing the work of DS providers, PA and social venture organizations used the WFCO Relief Fund to support systems, local businesses, and communities.

Policy advocacy organizations used funds to:

- ✓ Develop and distribute resources and information about COVID-19-related issues and state and federal policy responses
- ✓ Support the early childhood system and child care providers
- ✓ Conduct outreach to voters not traditionally targeted by mainstream efforts

Executive Summary

Social Ventures used funds to:

- ✓ Provide needed operational support to businesses to address cash flow problems, apply for COVID-related grants and loans, and to transition to remote services
- ✓ Support basic needs of families of local business owners to keep businesses operational
- ✓ Provide community support such as rental/utility assistance, resource/services navigation, and distribution of basic needs items

Substantial Longer-term Needs Remain

- ⚠ DS organizations and small businesses need additional support to sustain their operations as the pandemic continues
- ⚠ Women and families will continue to face substantial economic challenges and need support with lost/reduced incomes and balancing remote learning for their children and work responsibilities
- ⚠ Essential workers, often women, will continue to be at greater risk for contracting COVID-19 while earning low wages
- ⚠ Access to internet and technological services is still not equitable, and is more important than ever
- ⚠ Sustaining women- and Black-owned local businesses remains a high priority

“As our team looks forward to the months ahead, we recognize that we are in the calm before the storm. We are anticipating a significant influx in the need for more rental and utility assistance as regulations such as the eviction moratorium are lifted in the upcoming months.”

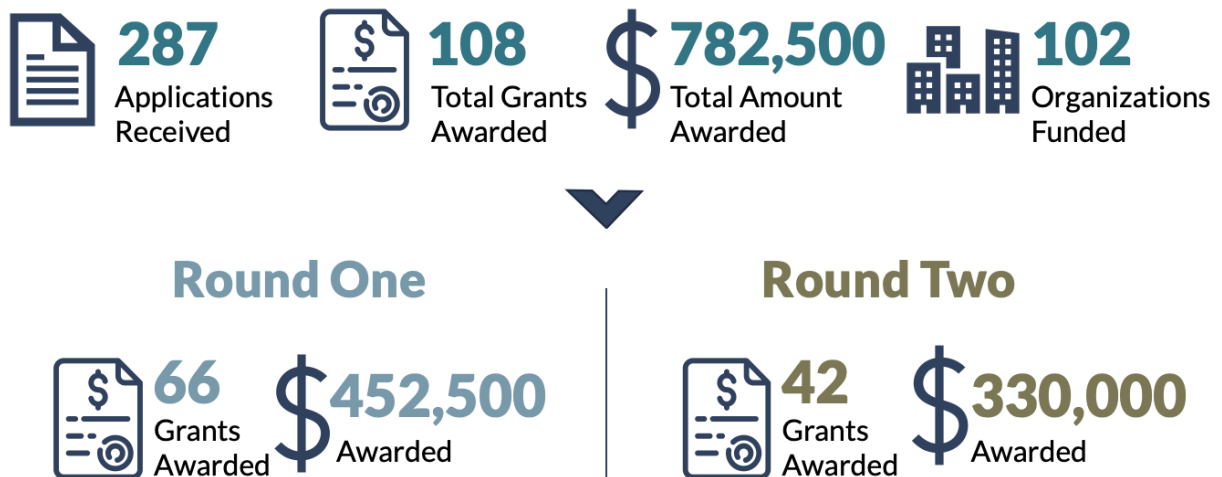
- DS Organization Staff



Introduction

In response to the COVID-19 pandemic, The Women's Foundation of Colorado (WFCO) implemented the Women and Families of CO (WFCO) Relief Fund in April through June 2020 to rapidly and responsively distribute general operating grants to 501(c)(3) and other tax-exempt organizations that were addressing the emergency needs of Colorado women and their families who were most impacted by COVID-19. These grants were meant to enhance the capacity of organizations responding to a variety of critical needs including housing, food, transportation, child care, health care, behavioral health, and more.

The timing of investments in the relief fund enabled WFCO to issue two rounds of funding. In the first round, The Colorado Health Foundation invested \$500,000 for WFCO to distribute, and in the second round, The Colorado Health Foundation invested an additional \$250,000, Rose Community Foundation invested \$50,000, and individuals, corporations, and additional nonprofits and foundations also contributed to the fund (see the Appendix for a list of funders). Of the total raised for the fund, 15% was directed to WFCO for general operating expenses like managing the fund.



Organizations that received grant funding included:

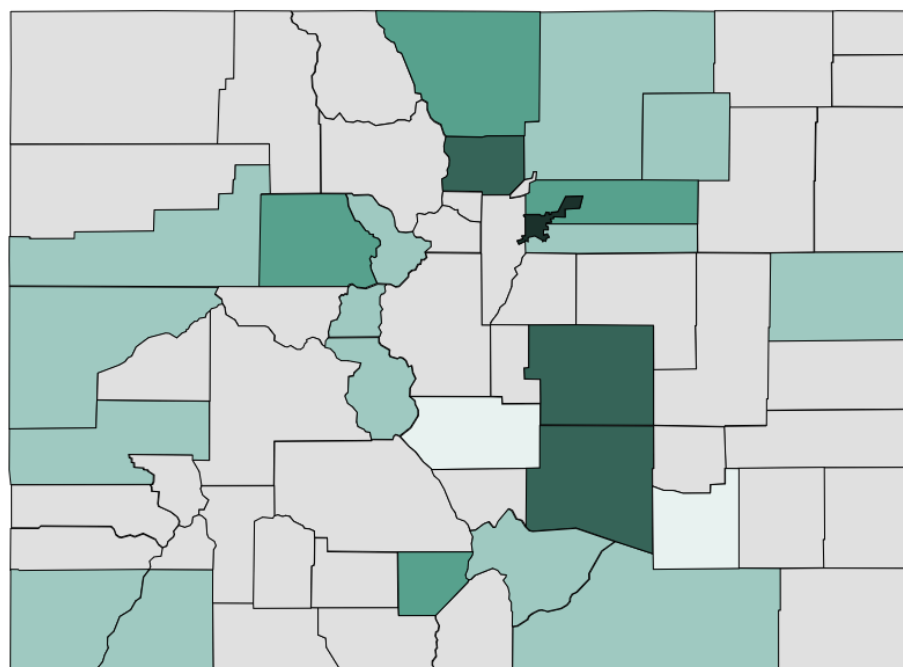
- 85 Direct Service (DS) organizations (15 WAGES¹ organizations, 70 Relief organizations)
 - Organizations which provide services to individuals.
- 9 Policy Advocacy (PA) organizations (8 WAGES organizations, 1 Relief organization)
 - Organizations which address systems-level change.
- 8 Social ventures

Organizations were located in 24 counties across Colorado. The map on the next page shows the number of organizations funded and total amount awarded by county.

¹ WAGES refers to WFCO's Women Achieving Greater Economic Security cohort of 23 direct service and policy advocacy organizations working together to advance women's economic opportunities.

WFCO Relief Fund Statewide Reach

Total funds awarded and number of recipients per county



Total funds County - # of orgs.

\$2,000 Otero - 1
\$7,500 Fremont - 1

\$10,000 Chaffee - 1
\$10,000 Garfield - 1
\$10,000 Huerfano - 1
\$10,000 Kit Carson - 1
\$10,000 Lake - 1
\$10,000 Las Animas - 1
\$10,000 Mesa - 1
\$10,000 Montrose - 1
\$10,000 Summit - 1
\$10,000 Weld - 1
\$12,000 Arapahoe - 3
\$12,000 Montezuma - 2
\$15,000 La Plata - 3
\$15,000 Morgan - 2

\$20,000 Adams - 2
\$20,000 Alamosa - 2
\$25,000 Eagle - 3
\$29,500 Larimer - 5

\$32,500 Boulder - 4
\$32,500 El Paso - 4
\$35,000 Pueblo - 4

\$424,500 Denver - 56

Methods

To understand the impact of the WFCO Relief Fund, a brief survey was disseminated in August - September of 2020 to organizations who received funding. Grantees were asked to describe:

- The estimated number of participants served (if applicable and available)
- Participant demographics including the race/ethnicity of participants served by organizations
- Populations served by the grant (e.g., women of color including Black/African American, American Indian or Alaska Native, Asian, Latinx/Hispanic, Native Hawaiian or Pacific Islander, or More than one race, single mothers, women experiencing homelessness, etc.)
- How organizational leadership, staff, and board members reflected/represented the populations served by the grant
- How funds were used (e.g., direct program expenses, operational costs, stipends, mental/behavioral health, etc.)
- How funds helped participants and organizations/what grantees were able to address with funds
- Long-term needs
- Feedback about the grantmaking process (what was easy, difficult, and/or recommendations for future grantmaking)

In total, 89 organizations (87%) answered the survey. This report summarizes the findings from the survey. Findings are generally presented separately for DS, PA, and the social venture grantees.

Findings

Direct Service Grantees

Statewide Impact of the WFCO Relief Fund

DS organizations were asked to share the estimated number of participants served and, if available, a brief description such as participant demographics.



103,587 individuals, families, and/or organizations were indicated as benefitting from the WFCO Relief Fund.

Number of individuals and families impacted: Of the 74 DS organizations that answered the WFCO Relief Fund Survey, 68 indicated that an estimated **99,353 individuals and/or families** were served or impacted through the WFCO Relief Fund.² Many of the individuals and families who were supported were women of color who had low incomes, many were single parents and all were experiencing acute stress related to COVID-19 income losses. Many also were navigating the stress and trauma related to domestic violence and homelessness/housing instability.

- **55,916 diverse individuals and/or families** were supported by DS organizations with basic/emergency needs, resources navigation, and programming. In some cases, DS organizations indicated using funds for specific stipends, scholarships, etc. to a subset of the women that they serve (e.g., providing \$500 stipends, purchasing laptops, etc.). In other cases, the WFCO Relief Fund was used to support organizations' operational costs and programming, meaning the larger population of women, individuals, and in some cases household members who were supported by organizations during the pandemic were counted as supported or impacted by grant funds.
 - **17,213 of these children and families** were supported by the Boys & Girls Clubs, youth centers, child care centers and through the YMCA and YWCA organizations among the grantee organizations.



23,711 infants and toddlers were supported with diapers, baby wipes, and formula/baby food items.



15,662 patients were supported with needed healthcare services by three providers.



4,064 low-income tax filers were supported with online tax preparation by one DS organization.

² Most participants indicated the number of individuals and family members that were served or impacted by grant funds. In a handful of cases, only household data were provided (e.g., 10 families). Because it is unknown how many individuals were in households in these cases, the estimated number served may be a small undercount.

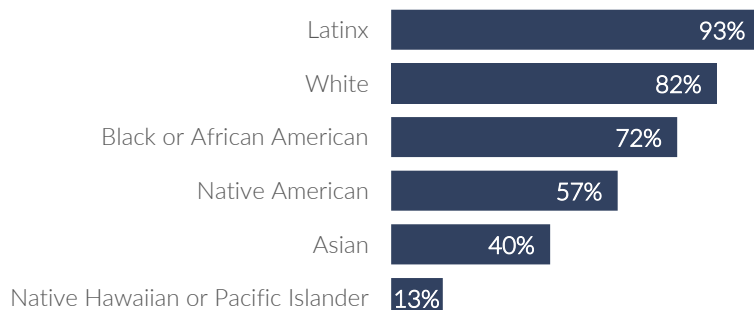
Findings

Number of organizations impacted: Further, 10 DS organizations indicated supporting a total of **4,234 organizations** with the WFCO Relief Fund including small business owners, Family Friend & Neighbor (FFN) child care providers, child care centers, food banks, homeless shelters, faith-based institutions, and nonprofit organizations. Organizations were supported with donations and/or supplies.

Race/ethnicity of Participants Served

Organizations varied substantially in the racial and ethnic composition of the populations they served; 88% of DS grantees reported serving women of color. Sixty organizations provided more specific data about the race and ethnicity of those they served, including the racial/ethnic proportion of their clients.³

% Serving each Population



% Majority- Serving

- 48% Latinx
- 37% White
- 13% Black or African American
- 2% Native American

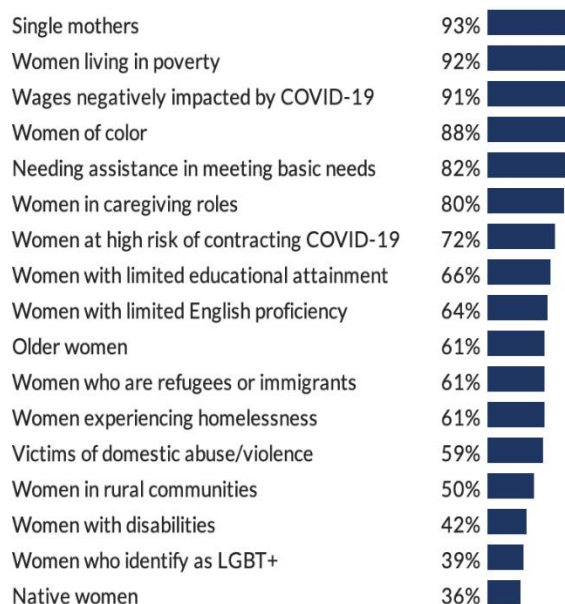
% of DS Grantees Who Served Various Populations

Populations Served

Of the 74 Direct Service Grantees:

70% focused on 10 or more populations

Women who are single mothers, living in poverty, and/or whose wages or economic stability have been negatively impacted by COVID-19 were the populations most commonly supported across DS grantees, followed closely by women of color, those with basic assistance needs, and women in care giving roles.



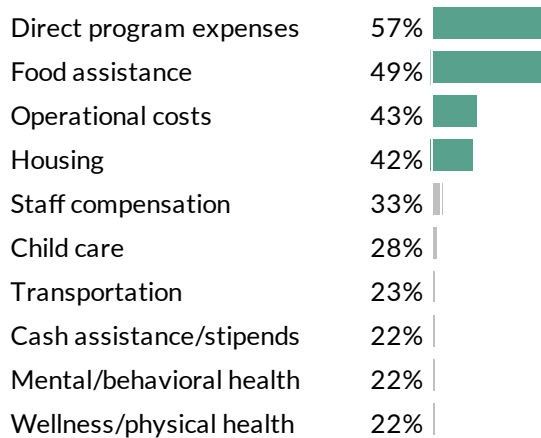
³ Among the 60 organizations, majority-serving was calculated as the race/ethnicity that the organization indicated as the highest proportion of clients that they served; % serving reflects the proportion of organizations that indicated a race/ethnic group as representing any proportion of the clients they served.

Findings

Grantees in the Denver Metro area served a higher percentage of women with limited English proficiency and women who are refugees/immigrants compared to grantees outside the Denver Metro area. Grantees outside the Denver Metro area served a higher percentage of women in caregiver roles, women who are victims of domestic abuse/violence, and women in rural communities

How Funds Were Utilized

Across grantees, funds were most commonly used for **direct program expenses**, **food assistance**, **operational costs**, and **housing**.



A higher percentage of organizations in the Denver Metro area were using funds for cash assistance/stipends, whereas a higher percentage of organizations outside the Denver Metro area were using funds for housing needs.

**69 of the 74 grantees answered this question.*

Through open-ended survey questions, grantees were asked how the WFCO Relief Fund was helpful and what funds helped to address. Feedback fell within two main areas: Support for organizational operations and the ability to provide specific COVID-19 responsive care to women and families.

Organizational Operations

WFCO Relief Funds were utilized to support to organizations' **operational costs**, **staff salaries**, and **programming** so that organizations could remain open during the pandemic. The Fund also supported modifications required to meet social distancing guidelines and the purchase of COVID-19 supplies to reopen safely. There were no noticeable differences in organizational responses by geography (i.e., Denver metro vs. the rest of the state).

Regarding more specific ways in which organizational operations were enhanced, DS organizations commonly reported the following areas that WFCO relief funds supported the transition to remote/online services, extending operations, and addressing funding gaps, which are explained further.

Findings



Transition to Remote/Online Services: The WFCO Relief Fund also supported costs of transitioning to working remotely/online, such as paying for the cost of video platform licenses and devices. Changes to DS organizations' program delivery included moving to:

- Telehealth or virtual home visits
- Outreach efforts via phone and email
- Online support groups for transgender women and older adults
- Helpline and live chat to safely communicate with survivors of domestic violence

"Telehealth has been a very successful way to meet patients where they are and keep everyone safe. Additionally, the people we serve save both time and money by not having to take time off work, spend time in the waiting room, or spend gas money to drive to the clinic."

- DS Organization Staff

The transition in program delivery to remote/online services was largely seen as a success by DS organizations, as it reduced barriers for people to access care. A review of the data for geographical differences revealed more Denver Metro DS organizations indicating the use of funds to transition from providing in-person services to delivering services remotely via video conference platforms.



Extended Operations: DS organizations commonly reported the WFCO Relief Fund was critical in supporting extended operational costs (e.g. Personal Protective Equipment (PPE), supplies, etc.) and staff hours. As the need for direct and emergency services increased during the pandemic, DS organizations had to fund additional staff to meet community needs while complying with CDC social distancing guidelines. It also meant DS organizations had to extend their hours of operation. For example, the funds supported hotlines/phone lines to remain open for extended hours to provide immediate resources and provide free, confidential services for domestic violence victims during the pandemic.



Funding Gaps Addressed: Due to the stay-at-home orders and closures, many DS organizations were forced to cancel fundraising and community events, which left shortfalls in funding. The WFCO Relief Fund addressed these funding gaps in part, which allowed DS organizations to address more immediate needs. For example, one organization shared that although their social enterprise remained closed from March through May, they were able to pay staff salaries with the WFCO Relief Fund.

"The funds we received were instrumental to keep the doors open. Our funding comes from events and we had to cancel all events because of COVID."

- DS Organization Staff

COVID-19 Responsive Care to Women and Families

Many DS organizations utilized the WFCO Relief Fund as **direct cash assistance** to community members as an immediate response to the COVID-19 pandemic. **Providing direct cash assistance to women and families for rent, utilities, food, and other needs was critical during a time when many community members were experiencing reduced work hours or loss of employment.** Although addressing basic and emergency needs of communities is a long-standing service among DS organizations, the COVID-19 pandemic *"exacerbated an already dire situation for at risk populations."*

Findings

The WFCO Relief Fund allowed DS organizations to flexibly tailor services/supports to address needs such as loan payments, navigational support, and critical needs to maintain a household. All DS organizations, regardless of geography, indicated providing similar COVID-19 responsive care. More specific ways in which DS organizations used funds to provide responsive care included the following:



Housing Support: To prevent homelessness and evictions, DS organizations prioritized funds around safe housing through rental assistance, emergency housing, and transitional housing. Rental assistance allowed women and families to remain safely in their homes during the pandemic while negotiations were made with landlords around payments. Funds also provided DS organizations with time to help find alternative solutions and/or secure additional funds to support more permanent safe housing for women and children.

“Because of the WFCO donation, we were able to leverage additional donations, and ended up securing over \$75,000 in emergency housing assistance funds specifically for immigrant victims of domestic and sexual abuse who had lost their jobs due to the pandemic.”

- DS Organization Staff

DS organizations also reported placing several women and families in hotel rooms and emergency shelters. This included women and families with eviction orders, women experiencing homelessness, and victims of domestic violence. It was especially crucial for DS organizations to avoid congested areas to help mitigate the virus's spread. Safe housing was noted as the most fundamental need in order to maintain stability.



Food/M meal Distribution: The WFCO Relief Fund supported food distribution, emergency supply of food and water, and mileage expenses for delivering food. Modified food pantries to provide onsite packed food bags for pick-up or delivery was one way that DS organizations mobilized to support women and their families. Many DS organizations shared that families were relieved to receive nutritious food delivered to their home during the pandemic; this was especially crucial for households quarantined due to the virus and/or for families living in rural areas where reliable transportation can be limited.



Child Care: Many of the families that DS organizations serve are essential workers (e.g., child care providers, housekeeping workers, grocery store workers, etc.). During stay-at-home orders, many DS organizations utilized the WFCO Relief Fund to cover child care facilities' operational costs, as well as child care for low-income women and their families. Supports to child care facilities included PPE, thermometers, and other supplies. Free or subsidized child care offered safe spaces for children after school/during caregivers' working hours. This was crucial during a time when the majority of child care centers were closed due to stay-at-home orders. Additionally, there were some DS organizations who provided child care themselves and the WFCO Relief Fund supported these organizations in remaining open.

Findings



Technology and Wi-Fi: The transition to online/remote learning for children and for education/service provision for adults identified additional challenges that DS organizations needed to address around technology. Many families were not equipped with the appropriate devices or access to reliable internet. The WFCO Relief Fund supported technology needs, such as laptop devices and Wi-Fi services. One DS organization, for example, was able to provide Wi-Fi to an apartment complex. Many reported developing processes to provide technology support for remote youth learning (e.g., onsite learning community, Chromebook lending library), and purchasing computer equipment so that women could finish their online English classes.

"It is our goal to make sure that every resident has a computer in their home to help facilitate communication, success and to level the playing field for low-income families in this new remote and digital age!"

- DS Organization Staff



Domestic Violence Crisis Intervention: With the stressors of the pandemic, some DS organizations reported an increase in domestic and family violence incidents. The WFCO Relief Fund supported crisis intervention for domestic violence victims, including safe housing and case management. One DS organization reported they used the funds to renovate affordable housing apartments for domestic and family violence victims. Another DS organization responded to 235 domestic violence calls providing comprehensive advocacy and case management services for 95 survivors and 7,500 nights of safe housing for 120 survivors with their relief funds.



Mental Health Support: A few DS organizations reported utilizing the WFCO Relief Fund to support the mental and behavioral health needs of women and their families related to increased toxic stress during uncertain times. Providing mental health services was crucial to these DS organizations as their clients reported feeling stressed and re-traumatized due to the pandemic. One DS organization shared they partnered with a licensed therapist to provide therapeutic services to women and children in need of mental health support.



Enhanced Case Management including Professional Development Opportunities: Some DS organizations utilized the WFCO Relief Fund to help women and families navigate services/resources. Enhanced case management included assisting clients with governmental aid applications (e.g., unemployment, SNAP, healthcare, etc.) and connecting child care providers to the latest resources. DS organizations also provided professional development and learning opportunities like job/career prep assistance, financial literacy, computer literacy, and family engagement activities to promote positive family interactions.



Funds to Support Additional Basic Needs: DS organizations reported a variety of additional day-to-day basic needs that funds helped address. A few DS organizations reported creating additional funds of support for students and immigrant families. Many college students found themselves displaced during the COVID-19 dorm lockdown. Funds provided cash assistance for students as they navigated next steps during the pandemic. Funds also provided direct cash assistance to individuals ineligible for state/federal emergency assistance (e.g., unemployment benefits, stimulus checks). This was particularly experienced by immigrant women and families in resort mountain ski towns where unemployment in the service industry was pronounced during the lockdown.

Findings

Other immediate needs addressed included:

- Gas gift cards and vehicle payments
- Grocery gift cards
- Diapers, wipes, and baby formula
- Phone cards for limited cell phone data
- Car repairs
- Clothing and household items
- At home engagement activities
- Business funds

Longer-Term Needs

DS organizations were asked what needs remained to support the women and families that organizations serve. Most DS organizations raised concerns about sustainability in an uncertain economy.

- **Sustain Longer Term DS Organizational Operations**

Long-term: Although the WFCO Relief Fund allowed

DS organizations to remain open to communities during the early phase of the pandemic, additional funds are needed to sustain organizations as they address the ongoing impacts of the pandemic. Many DS organizations have seen a reduction in grant funds, governmental programs, and donations while simultaneously needing to increase COVID responsive care and case management. To remain functional, DS organizations are working with foundations and donors to sustain their operations, particularly those that have lost fundraising opportunities while extending their operating hours, maintaining staff salaries, and hiring for new advocate positions that connect women and families to resources. There will remain an ongoing need for operational funds to continue services and programming to ensure women and families receive assistance, and this need was shared by DS organizations similarly across the state.

“We are seeking more funding. Before, our funding traditionally came from events and since we had to cancel all the events we are now writing grants and looking for funders so that we don’t have to charge a fee for our services.”

- DS Organization Staff

- **Sustain COVID-19 Responsive Care to Women and Families:**

As the pandemic continues, DS organizations will need additional funds to support the economic challenges communities are facing, particularly as pandemic unemployment payments and moratorium on evictions are ending. A greater number of DS organizations based in the Denver metro area compared to the rest of the state raised this as a need.

“As our team looks forward to the months ahead, we recognize that we are in the calm before the storm. We are anticipating a significant influx in the need for more rental and utility assistance as regulations such as the eviction moratorium are lifted in the upcoming months.”

- DS Organization Staff

Findings

Additional reliefs funds will support the following:

- **Cash and rental assistance to offset reduced work hours:** DS organizations shared concerns about how women and families will meet longer-term basic needs such as rent and utilities with continued employment loss. Women who work at restaurants and hotels that depend on tips for income are still facing reductions in hours, especially at ski resort areas that are dependent on tourism. Many working mothers also face reduced work hours as they balance part-time jobs and remote learning responsibilities for their children.
- **Support new COVID-related services and programming:** DS organizations had to creatively shift their services and programming to meet the evolving needs of the communities they serve during COVID-19. Examples of new services include a mobile baby essentials program, pop-up food distribution, virtual care/telehealth, and 24/7 emergency shelter. Additional relief funds will be needed to sustain these programs' staffing needs, supplies, and transportation costs longer term. Some DS organizations continue to develop new programs that will require additional funds, including one that will support culturally responsive mentoring and mental health for youth and young women.

Policy Advocacy Grantees

How Funds Were Utilized

Eight out of nine Policy Advocacy (PA) organizations answered the WFCO Relief Fund survey. Similar to DS organizations, funds supported general operational costs to move to a remote/online work setting, as well as to provide COVID-19 responsive care to women and their families.



Bolstered capacity to respond to COVID-19 and urgent policy needs as a result of the pandemic: Several PA organizations described how the WFCO Relief Fund helped enhance their communications capacity to keep Coloradans informed of COVID-19 related issues and state and federal policy responses (e.g., developing a web-based resource, guide to support workers, resources for job seekers, etc.). Supporting the early childhood system and child care providers was also a priority for two PA organizations. One PA organization also discussed how the funds supported their own Rapid Response Care Fund to affected communities.

"We were able to address immediate needs in our community, while leveraging the WFCO Relief Fund to raise additional funds for both direct relief and organizing around Covid-19 issues. There remains a high level of need for both efforts; as the economic and evictions crisis worsens, with no national plan to contain the virus, we anticipate our communities facing challenges for months if not years to come."

- PA Organization Staff

Supported broader PA organizational efforts: A few PA organizations also discussed how the WFCO Relief Fund supported their organizational capacity around other efforts that are meant to bring greater equity to communities. For example, one PA organization discussed how funds supported their digital advertising, postcard mailing, and messaging to Black voters: *"Our get-out-the-vote postcards will focus on low propensity voters who are not usually targeted by campaigns. This is a total of 46,000 voters we are reaching. Without these funds we would not have been as effective."*

Longer-Term Needs

PA organizations shared that as we move into recovery efforts, there will be a need for continued policy and advocacy resources to support an equitable recovery effort. The already underfunded state General Fund budget saw a 25 percent cut this year and next year may likely bring even greater cuts at a time where public programs and services are needed more than ever. More specifically, PA organizations shared the following concerns:

- Essential workers continue to be at greater risk for contracting COVID-19 while earning low wages.
- Unemployment is rising for certain segments of the population (e.g., Opportunity Youth) due to economic and educational implications of COVID-19.
- Access to internet and technological devices is not reliable across communities. *"Cell phones are not enough to be able to fill out job applications or take courses online that lead to meaningful employment."*

PA organizations are also planning for sustainability in an uncertain economy, as the pandemic has hampered fundraising events, sponsorships, and building membership and networking opportunities.

Social ventures led by and benefitting women

How Funds Were Utilized

Eight out of nine social ventures responded to the survey.⁴ utilized funds to sustain business or community support operations and/or to support other local businesses during the early phase of the pandemic. Several utilized a dual-impact approach that offered new employment opportunities to community members in order to provide services specific to the impact of COVID-19. reported that funds were used in the following ways:

"The amount of the award was enough to push us through the first month of operations. We used every dollar of it to help keep our doors open and because we were able to use it to produce a product that brought us some profit, it had exponential positive impact results (it was the gift that kept on giving). [Our business] is getting by and I feel much more confident about our future success now than I did before receiving the grant."

- Social Venture Staff



Operational Support

- Addressed immediate cash flow issues due to lost services or refunds issued to customers
- Retained employees/avoided layoffs or hired needed staff to expand essential operations
- Adjusted operations for remote services (e.g., development of new online service approaches, curriculum, etc.)
- Allowed to remain on track with early business development (for business owners)



Support for Local Businesses and Employment Opportunities

- Supported basic needs for families of local business owners to keep doors open and/or directly supported local businesses, particularly Black women-owned businesses
- Hired women accountants and bookkeepers who provided services to women-owned businesses in need of documentation to obtain COVID-related grants and loans
- Created new products for artists with lost commissions to provide passive income



Community Support

- Rental and utility assistance and/or individual-level monetary assistance for basic needs (e.g., food, household, child supplies, etc.), including assistance for refugee women and their families
- Resources/services navigation
- Distribution of basic needs items such as food/meal delivery, diapers, etc.
- Individual-level assistance via a simple application process to individuals with reduced or loss of employment
- Free and/or discounted services to customers who lost income due to COVID-19
- Scholarships (further information was not provided)

⁴ For more information on the social ventures: <https://www.wfco.org/giving/WIIGC>

Longer-Term Needs

Across social venture organizations, there was a general necessity to modify and/or scale up operations and services to meet business and community needs and increase impact overall. More specific long-term needs centered around sustaining businesses and addressing community needs, with social venture organizations focusing future fundraising efforts on the following:



Support for local businesses, including:

- General support focused on developing, sustaining and promoting growth of local businesses, specifically Black-owned businesses and businesses owned by women of color
- Assisting with longer-term operational costs to keep doors open
- Purchasing necessary materials and business equipment improvements
- Investing in marketing to jumpstart businesses after the downturn, including coaching for businesses on crisis marketing
- Providing technical assistance, training and professional development for staff in businesses and other services
- Providing accounting and bookkeeping services
- Supporting technology adjustments with shifts to online business models

"We need to improve our equipment but can't yet with our current financial situation. We haven't been able to invest in marketing that would really jumpstart our business."

- Social Venture Staff



Support for communities and basic needs, including:

- General economic development for Denver's most vulnerable communities
- Rental assistance and other direct-to-individual support, with a focus on women of color experiencing economic hardship related to the pandemic aftermath
- Addressing digital divide and technology related inequities for communities served: *"As our remote programming continues, the most pressing challenge is the digital divide for the residents we serve. COVID-19 has highlighted pre-existing inequities in access to services and economic development for Denver's most vulnerable communities."*
- Promoting youth leadership and engagement in activism, equity-related projects and entrepreneurship
- Supporting policy efforts that uplift Black Coloradans including community engagement, research, technical advisement activities that help develop and advance policy priorities

Organizational Diversity

The organizations that received the WFCO Relief Fund were asked to describe specifically how their organizational leadership, staff, and board reflected/represented the populations served by the grant. Organizational representatives were thoughtful in their responses, not only sharing about their leadership, staff, and board diversity, but also highlighting their progress, priorities, and future work in this area. Notably, diversity was strongest around staff composition and more work was needed around board representation. Diversity was also strongest among DS organizations and social venture organizations.

Additional patterns that emerged included:

- **Gender:** The form of diversity most mentioned was around gender, with women being the majority of staff, leadership, and board members. One-third of the organizations that submitted a survey include women of color as their chief executive or member of their leadership team.
- **Race and ethnicity:** Some organizations were "proportionally" diverse around race/ethnicity, meaning the number of racial/ethnic minority staff in the organization reflected general population statistics for the area (e.g., 30% Latinx staff in Denver-based organizations, which reflects the population of the area). Other organizations had a higher representation of racial/ethnic minorities among staff, leadership, and board members. This was particularly true of DS organizations.
- **Lived experience:** DS organizations discussed that many of their staff, leadership, and board members had lived experiences that reflected the populations they served. Examples of shared lived experience included individuals who identified as single mothers, immigrants, refugees, bilingual/bicultural, survivors of domestic violence, in recovery from substance use issues, caregivers, etc.
- **LGBTQ+:** Fewer organizations highlighted LGBTQ representation among staff, leadership, and board members.

"Our entire team consists of women of color, immigrants and [are] first generation in the US. We are bilingual and bicultural, come from the same neighborhoods as the women participants and most importantly share a lived experience. For example, our team comes from under-resourced (poor) areas, are impacted by incarceration, impacted by racialized and gender violence, impacted by domestic violence, and have lost loved ones to violence. But, we also have grown through resiliency and stepped into their power and model this for participants."

- DS Organization Staff

Organizations also recognized needed work in this area so that they could better align with their missions and values. Examples of how organizations were bolstering efforts around diversity, equity, and inclusiveness included:

- Providing professional development trainings and learning opportunities around DEI (e.g., on intersectionality, providing inclusive and accessible services, etc.)
- Hiring a DEI Director, establishing a DEI Governance Committee, establishing DEI committees, etc.
- Gathering community input and voices to drive organizational work and creating more opportunities for community involvement.

Feedback on the Grantmaking Process

When asked to share feedback on the grantmaking process - what was easy, difficult, and/or recommendations for WFCO's future grantmaking - grantees overwhelmingly voiced gratitude and appreciation of WFCO's support of diverse women and their families, transgender women, and older LGBTQ+ adults.

More specific feedback Included:

- The grantee application process was easy, straightforward, efficient, fair, and expedient (short application and quick disbursement of the funds), which was especially appreciated in a time of increased stress.
- The flexibility in the use of funds and ability to use the funds for general operational costs was appreciated as organizations experienced an increased demand on services, staff time, and supplies.
- The automatic award to some grantee organizations without an application was unexpected and welcomed, and WFCO's flexible and responsive grantmaking was seen as an example for other foundations. *"An 'out of blue' allocation to grantees because you understand the nature of nonprofit funding is unheard of. Your thoughtfulness and consideration of the challenges faced by direct service providers continues to set an example for other funders. Thank you for leading the way in philanthropy. My hope is that other funders can work to balance the need for lengthy, time consuming proposals with urgency of need and capacity limitations faced by nonprofits, particularly now."*

"The straightforward grant application process for the WFCO Relief Fund allowed us to illustrate our needs while also not requiring a large time burden on our staff during this period of increased stress overall. We look forward to partnering with The Women's Foundation of Colorado in the future!"

- DS Organization Staff

Only a handful of organizations offered suggestions for future grantmaking, which included:

- Keeping grant application and reporting processes that are flexible, brief, and easeful as funding moves towards COVID-19 recovery efforts. *"Maintain brevity of written applications (require few attachments and brief narrative/reporting requirements, which allow for generalities rather than detailed expectations for outputs that are extremely variable during COVID program delivery), and a willingness by the funder for broad interpretation regarding how success and impact is defined during COVID."*
- Providing an option to download the application and survey questions into Word so work can be saved before it is submitted.
- Consider longer funding periods for recovery efforts and with the option to use funds for operational costs.
- Consider a commitment to new, increased funding to support ongoing COVID-19 response efforts, rather than supplanting an existing or prior grant cycle.
- Consider a Zoom half hour or hour-long video as the application in an interview format rather than require a written application.

Conclusion

The responsiveness and impact of the WFCO Relief Fund is abundant. The 108 grants that were awarded to 102 grantee organizations totaling \$782,500 distributed across Colorado impacted an estimated 99,353 Coloradans vulnerable to the effects of the pandemic and 4,234 organizations, including small businesses, child care centers, food banks, homeless shelters, faith-based institutions, and nonprofit organizations.

The women and families supported by the WFCO Relief Fund were diverse across identities and represented the most vulnerable to the economic impacts of the pandemic. Organizations were quick to act in support of communities, which was facilitated by the ease of the Relief Fund application and fund distribution, as well as the flexibility in how grant funds could be used. With funds used to support general operational costs, organizations could focus on delivering timely services/supports while sustaining staff salaries, transitioning to remote/online services, and extending hours of operation.

With WFCO Relief Funds, DS organizations were able to provide direct cash assistance to women and families for rent, utilities, food, and other needs, which was critical during a time when many community members were experiencing reduced work hours or loss of employment. Although addressing basic and emergency needs of communities is a long-standing service among DS organizations, the COVID-19 pandemic *“exacerbated an already dire situation for at-risk populations.”*

The WFCO Relief Fund also bolstered PA organizations' capacity to respond to urgent and developing COVID-19 policy and information dissemination needs (e.g., developing web-based resources, a guide to support workers, resources for job seekers, etc.). In addition, social venture organizations had a dual-impact, offering several new employment opportunities to community members in order to provide services and basic needs assistance specific to COVID-19, support local businesses, and sustain their own operational necessities.

Organizations receiving WFCO Relief Funds also shared many long-term needs related to supporting both organizational operations in these uncertain times and directly supporting women and their families as the impact of the pandemic continues and deepens. Specifically, direct cash and rental assistance will continue to be needed; essential workers will continue to be at-risk for exposure to COVID-19; and inequitable access to technology remains. Supporting women-serving organizations, local businesses, and communities through flexible grantmaking will remain important in the months and years to come as the full impact of the pandemic unfolds.

Appendix A: Funders List

ALL FUNDERS TO THE WFCO RELIEF FUND

The Colorado Health Foundation

Rose Community Foundation

Jerry Gart Family Foundation

Margie & Tom Gart

PNC Foundation

Ann H. Lederer

BoldeReach

IMA Foundation

Janet R. Mordecai

The Ken & Gala White Family Foundation

Loraine Miller

Kemp Family Fund held at Community First Foundation

Debbie and Greg Hammons

Sara D. Boyd

Karen K. Hardy

Anonymous individuals

Appendix B: Impact Stories

PARTICIPANT WFCO RELIEF FUND IMPACT STORIES AND QUOTATIONS

	Basic Needs	Education, Bussiness, Tech nology	Immigrant & Refugee Women	Health/Mental Health	Domestiv Violence	Resource Navigation
"I am a single mother for a now 7-year-old son. I have just finished my first year of Nursing School...start my LPN course [in June] and hopefully getting a job as an LPN will prove more financially stable. This grant is paying my energy costs. We are very good at keeping the lights out during daylight hours. We have spent as much time outside to get acclimated to the heat, so I don't have to set my A/C so low. This saves on energy costs. I would have never imagined that this would make such a crucial impact on my life. I no longer have to stress for not working knowing that this bill will be paid. With every part of my being thank you so much for this support."	✓	✓				
"Thank you for considering me as a recipient for the COVID Relief Grant. It really has impacted me and my family during this pandemic time. Your donation is allowing me to continue my education in Early Childhood without the worry of rent for a month of June. Thanks to you I am enrolled in summer courses for 2 more classes to obtain my Teacher's Certificate in which I will have by the end of summer."	✓	✓				
"This is such a blessing that there is help for us students. I am working part-time and have my 84-year-old mother living with me as well as my two daughters. I was so scared when all these restrictions were being told. I bought a lot of groceries not knowing the future. I bought groceries instead of paying some bills. There are no words that can describe how overcome I have felt. Thank you very much for your help."	✓	✓				

	Basic Needs	Education, Business, Technology	Immigrant & Refugee Women	Health/Mental Health	Domestic Violence	Resource Navigation
"I am in the last semester of the nursing program and have already experienced a significant amount of anxiety and stress relating to finishing clinical hours that are needed to graduate. Then, I was laid off from work. Your gift will lighten the financial burden I am facing and allow me to focus on the most important aspect of school and finish strong this semester. Your generosity has inspired me to help others when I can. Thank you."	✓	✓				
"I am the main source of income for my household of 6. I have limited hours to work because of COVID so I continue [to] struggle with my bills and affording food. My four children and I share a single laptop to complete schoolwork, so it is very difficult to make sure everyone is able to access their classes when we need to...I am currently studying to become a teacher and am trying to go to school full time, work, and help my children with their schooling. Despite all setbacks I am determined to finish school. Thank you for the support of me and my family!"	✓	✓				
[The participant] was laid off from her restaurant job. Her car needs more repairs than it is worth. She is struggling with completing her college coursework online and finding time to study now that her three kids are at home. Project Self-Sufficiency has provided her with grocery and technology supports and will be providing her with a donated vehicle.	✓	✓				
"Thank you for this grant. It will help me and my family greatly. I now have two in the household doing remote learning and our grocery bill has exceeded our budget. With this money I will be able to buy the adequate food needed to have a healthy, nourished environment for my son and family while we are continuing this social distancing. Your generosity is beyond blessed and I appreciate all that you do to allow our student to thrive in these trying times."	✓					

	Basic Needs	Education, Bussiness, Tech nology	Immigrant & Refugee Women	Health/Mental Health	Domestiv Violence	Resource Navigation
[The participant] is a 45-year old mother to a 5-year-old son. [The participant] is an immigrant from Ethiopia with a desire to increase her English proficiency. She had registered to take a summer English as Second Language course onsite at the Community College of Denver. She was looking forward to officially starting her American college education but was without the technology to participate in the class when it moved to a full remote status. Through these relief funds, we were able to buy her a laptop computer. [The participant] was able to start her class on time and had a successful summer semester!	✓	✓	✓			
One family came to us for assistance, a single mother of [several] children. She had lost her job as a housekeeper. Within the span of a few days, all of her regular clients had called her to cancel, with no plans of rescheduling. This mother did not qualify for unemployment, or for any of the emergency assistance provided through her County, which required an adult in the home to provide proof of residency. When she came to us, she had been out of work for [over a month] and was trying to make money from selling homemade tortillas and bread. We issued her \$1,000 in emergency relief, which she used to pay for her rent and utility bills. She had enough money left to buy fresh food for her children. This no-strings-attached direct cash assistance put the power in her hands to decide what were the highest priorities for her family in a time of survival.	✓	✓	✓			
I just helped my client solve an issue that had caused her unemployment benefits to stop in May and as a result she has been struggling a lot financially as she is a single mom. She doesn't speak English or know how to use a computer so trying to get in contact with unemployment has been hard, not to mention trauma and mental health stuff. We finally got in contact with a real human on the unemployment line and resolved the issue. She will receive back payments so thankfully; she will be able to cover rent for September. She was so relieved and thankful. She said that she is sometimes ashamed for not knowing how to use technology well but that she isn't ashamed with me because she knows I understand and will help her.	✓	✓	✓	✓		✓

	Basic Needs	Education, Business, Technology	Immigrant & Refugee Women	Health/Mental Health	Domestic Violence	Resource Navigation
[The participant] is not a single mother, and she has not always been the sole provider for her family. After successfully studying to work in the beauty industry, she opened her own salon. When her immigrant husband was laid off from work early in the year due to the pandemic, she began working full time at a local agricultural manufacturing facility. She opted for the night shift so that she might continue to offer services during the day at the business she had worked so hard to build. When nonessential personal service businesses were closed in March, [the participant] complied and focused on her night job, though her family started to fall behind on bills. When she contracted the virus, she found herself quarantined and able to collect only 80 hours of sick leave. She was not eligible for the stimulus payment for herself or her 4 young children, because she files joint taxes with her husband, an undocumented immigrant. The support [the participant] received through the Women's Foundation of Colorado, enabled her to pay her rent, manage her bills, and keep her family safe. Further, the MCFC Advocate connected [the participant] to other resources, including CARES Act dollars that were available to small business owners. Today, [the participant] is back at work at her salon, once again building up her business, and caring for her family.	✓	✓	✓			✓
Funds were used to purchase a refurbished laptop for a mother of three from Somalia, whose husband has not been able to join the family from Somalia and the mother is caring for the children here by herself, while trying to learn English. The mother was able to take the classes when they first switched to distance learning using a computer provided to one of her children for school, but that computer had to be returned at the end of the school year in May. This funding has allowed her to continue her English classes, which are essential for her to be able to take care of her family.	✓	✓	✓			

	Basic Needs	Education, Business, Technology	Immigrant & Refugee Women	Health/Mental Health	Domestic Violence	Resource Navigation
[The participant] is a warm, caring, long-time resident of Colorado, and mother of five who owns her own business as a house cleaner and happens to be undocumented. She and her husband have been paying taxes for more than 15 years, even though they are not eligible for any state or federal benefits. In March, April and May, she lost more than 80% of her clientele due to COVID. Her husband lost his job. The small grant we provided her, along with the navigation and referral to other funds for undocumented individuals, made it possible for her family of 6 to make it through to June, when her business picked up again. Things are not back to normal yet, but we continue to work with [the participant] and many others in our community to make sure they are not forgotten and are able to stay in their homes.	✓	✓	✓			✓
[The participant] owned an [business] for the past 10 years. [The participant's] English is limited. Because of COVID she had to cancel all her 2020 events. Leaving her with no business income and having to return money received for events that could not happen in 2020. She is the main earner in her household. She had re-invent herself and paid for cosmetology classes so that she can open a new type of business. We helped her with a business plan for this new business. She was diagnosed with COVID and could not work. She reached out to us and we were able to help her negotiate with her landlord to avoid late penalties and a new payment plan for all the months she was behind. We also helped her to fill out grant applications which she received none because she did not have any of her financials done because her accountant was not available since he also got COVID. We helped her apply for all the business licenses needed for a new beauty salon business since she could no longer have [her other business]. The business license has been denied because of zoning regulations...[The participant] is stuck in this situation. The bureaucratic process is overwhelming. She does not have the money to rent a new place and she must carry out with the contract. We have cried with her and helped as much as we can...There is not a single day that goes by without us thinking about what I her next challenge and how can help her resolve these issues.	✓	✓	✓			✓

	Basic Needs	Education, Bussiness, Tech nology	Immigrant & Refugee Women	Health/Mental Health	Domestiv Violence	Resource Navigation
<p>[The participant] is a single mother of [several] teenage children. A refugee from Somalia, she resettled in {Colorado} where she could work full time, allowing her children to complete high school, and go on to college. Sadly, in the Spring of 2019, a car accident left her paralyzed from the waist down. Her eldest son left his [college] classes in order to work full time and help support the family. [The participant's] daughter, still in high school, now spends her time outside of school helping to care for her mother, her siblings, and the home. When [the participant's] son was exposed to the virus, and later fell ill, he had to take time off from work. With few resources to pay rent and utilities, [the participant] reached out to the Family Center for support. Once that connection was made, the MCFC Advocate was able to offer financial support from the Colorado Women's Foundation, and so much more. The family was informed of Colorado Consumer Directed Attendant Support Services, a program in which [the participant's] daughter may be paid for taking care of her mother. The Advocate also shared with [the participant] the information she needed to apply for Social Security Disability. The pandemic took a great toll on [the participant] and her family so it is difficult to find a "bright side". We are grateful that this crisis allowed the staff of the Family Center the opportunity to build a relationship with [the participant] and begin to wrap her in the resources available to her. The women who received these funds are representative of those most critically impacted by the crisis. They are predominantly women of color. They are refugees, immigrants and women seeking asylum. Most are single mothers, a few, single grandmothers raising their children's children. These funds filled a crucial gap for families who may not have been eligible for other resources.</p>	✓	✓	✓	✓		✓
<p>A mother of 3 children who is undocumented and makes a living vending food at constructions sites and various businesses in Denver lost all her income when businesses where closed. She was very prideful and reluctant to ask anyone for help (very much a cultural thing), one of her children reached out to staff and shared they had [no] food and they were very worried about their mom, they expressed they thought she was having a breakdown. Because of our relationship with the mom we were able to reach out to her and offer support. She participated in our monthly women's healing cycles which helped her release the anger she had for herself and connect with other women who were experiencing the same. We provided self-care techniques and self-care packages, along with food. She shared in the evaluation "not only to you give us</p>	✓		✓	✓		✓

	Basic Needs	Education, Bussiness, Tech nology	Immigrant & Refugee Women	Health/Mental Health	Domestiv Violence	Resource Navigation
delicious food and great actives for me to do with the kids, you gave me hope that we would come out of this ok and we are not alone".						
[The participant] is a single mother with a middle school [child]. [The participant] was working [locally] when [the business] closed due to the COVID-19 pandemic. The [business] is reopening in later summer of 2020, with minimal required staff. Priority shifts have been given to senior staff and [the participant] is only receiving 4 hours per week since she was only with the company for months before the forced closure. Because of this, [the participant] was unable to make rent for her and her [child]. Unfortunately, because of the extreme lack of resources she devoted her minimal income to paying necessary bills. This led to her being late on credit card payments, utility payments, and ultimately to her car being repossessed. She was struggling prior to COVID with mental health concerns due to the suicide of her [child] almost exactly a year earlier. The debt snowball she experienced due to COVID made normal functioning difficult. Her [mental health diagnoses], taken in conjunction with the extreme amount of stress due to the coupled trauma of the pandemic and the anniversary of her [child's] death, has made coping with COVID nearly impossible. While [the participant] has had less than ideal outcomes in general, if not for the Rental Assistance provided by [our program], she would not have been able to stay current with her rent and she and her [child] would have been in imminent risk of homelessness once the eviction moratoriums were lifted.	✓	✓		✓		

	Basic Needs	Education, Bussiness, Tech nology	Immigrant & Refugee Women	Health/Mental Health	Domestiv Violence	Resource Navigation
<p>A TGP program manager who split their time between TGP's facility and the Auxiliary Shelter shared a story of how TGP's work to mitigate the effects of COVID-19 has impacted our members. The story has been edited for clarity and the individual's name has been changed to ensure their privacy. [The participant] is one of our members who is experiencing homelessness. [The participant] has had difficulty connecting with staff but loves coming to TGP for services and the community of friends she has built. As part of TGP's COVID-19 emergency services, TGP worked with the City of Denver to offer protective motel rooms to individuals who had pre-existing medical conditions so they could safely isolate from the virus. The manager had heard that [the participant] had some health issues that would make her particularly vulnerable to COVID-19. The manager approached [the participant] to learn more, and she confirmed she had asthma and was pre-diabetic. When the manager told [the participant] that they could offer her a safe, clean motel room for the duration of the crisis, [the participant] responded, "If it wasn't a pandemic, I would hug you." She then shared that she about to use her stimulus money to buy a car to live in to avoid staying in shelter and jeopardizing her health. [The participant] had never opened up in this way to TGP staff before. In addition to protecting her health, TGP staff were able to gain [the participant's] trust. The manager emphasized that the unique strength of The Gathering Place is that we build trust between staff and our members - trust that allows us to build relationships based on dignity, hope, and respect that transform lives. Sta ff know our members beyond their name or what they come to TGP to receive: they know their stories.</p>	✓			✓		✓

	Basic Needs	Education, Bussiness, Tech nology	Immigrant & Refugee Women	Health/Mental Health	Domestiv Violence	Resource Navigation
On top of COVID-19 leaving herself and her husband out of work, my client had to face an emotional life change event with her [child who] was diagnosed with [a disability]. In the midst of this pandemic this family reached out to the FIRC because they needed assistance with rent. She and her husband had both lost their jobs and were very scared of not being able to pay their rent and getting evicted. FIRC was able to provide assistance with rent for the month of April. This was their first time asking for financial assistance and they were a little ashamed of it. After speaking with FSC and after the assistance for rent was provided, client then reached out for another assistance. The assistance she was then looking for ways to pay her utility bill - this was also in the month of April. Client admitted that she was behind on two months of utilities and was scared she was going to get a disconnection notice. She was then approved for utility assistance. Though asking for help is never easy, client expressed that the sense of security that FIRC offered her and her family provided them with strength to ask for the help. This family had been going through a very tough time with their [child\, FIRC was there to provide its services and strengthen them the most they could. Mom is now connected with FIRC's community health worker and has the assurance that FIRC is there when they most need it.	✓			✓		✓
Project SHINE works with a single mom with complex health needs. She has 3-4 medical appointments a week and is the mother to a [child]. Medical clinics do not allow parents to bring their children and mom must leave the son at home during her appointments. They only had one phone and the mom was afraid to leave her [child] outside or home alone without a phone while she attended her appointments. These funds allowed the mom to purchase her [child] a mobile phone and pay the monthly charge for 6 months. Now the mom feels safer leaving her [child] and is missing fewer appointments.	✓			✓		
A new patient presented to the health center for birth control. She had been on the same pill for 21 years and just ran out. Due to COVID, her primary care provider closed and was not able to renew her prescription and told her to either find somewhere else to go or go without her birth control. She was upset, scared, and unsure of what to do. A friend of hers recommended she see if Planned Parenthood was open and if we could see her. She scheduled her appointment and was seen the same day. Throughout her appointment, she kept thanking our staff over and over for keeping the health center open. She said her periods cause her	✓			✓		

	Basic Needs	Education, Bussiness, Tech nology	Immigrant & Refugee Women	Health/Mental Health	Domestiv Violence	Resource Navigation
unbearable pain and birth control is the only thing that has helped her and by being open, we are saving her from that pain.						
As our clinic strives to make reproductive and sexual healthcare accessible to everyone, we have been working especially hard to assist our patients during these difficult times. One grateful patient left us this voicemail: "I cannot thank you enough for working with me during this whole process. I just wanted to say thank you to the clinic as well for clearing those fees for me. It really does make a difference and is such a weight off my shoulders during this pandemic. Once I find myself in a stable place financially, I would absolutely love to make a donation. Again, thank you so much."	✓			✓		
One [family] has been a part of the Boys & Girls Club community for more than two years, with their two [children] attending the Club almost every day. Their mother uses a wheelchair, which can make it difficult for her to access various goods and services. During a routine delivery of food to the [the family's] home, our staff member was greeted with gratitude: "I am beyond grateful for you all. Everything you have done for us is greatly appreciated. We are very glad to have someone to rely on when it comes to resources. Thank you very much [staff's name] – this food will not be wasted."	✓			✓		
In late July, a young mother of [2 children] called in stating that she was trying to flee an extremely violent marriage. She was a monolingual Spanish speaker, had recently had to quit her job to be home with her children, and was scared to move in to a shelter/safehouse with her kids as she had disabilities and was at a higher risk for being exposed to COVID-19. Using the funds that we were given from WFCO, we were able to pay for her and her [children] to stay at a hotel for [temporarily], which gave advocates time to help her secure housing and enroll in [services]. Advocates also helped her complete paperwork to receive unemployment benefits and referred her to another organization that could help her fill out disability paperwork so that she will hopefully be able to begin receiving Medicaid benefits.	✓		✓	✓	✓	✓

	Basic Needs	Education, Bussiness, Tech nology	Immigrant & Refugee Women	Health/Mental Health	Domestiv Violence	Resource Navigation
[The participant] and her kids came to A Woman's Place after an altercation with her boyfriend. [The participant] didn't want her children to continue in the cycle of violence (studies show that girls who are exposed to domestic violence are 6 times more likely enter into abusive relationships; boys who grow up in homes with domestic violence are 10 times more likely become abusers themselves). [The participant] shared that she had stayed at A Woman's Place in the past when she was in a different violent relationship. As a result of the support and information she received during her previous stay, she was able to recognize the red flags and knew that she had a safe place to stay should she decide to leave. [The participant] was on unemployment when she arrived; however, within days of intake at the shelter, she began a new job. Her main goal was to save for an apartment. With help from A Woman's Place, [the participant] found a landlord who was willing to work with her less-than-stellar credit. Additionally, [the participant] received financial assistance from A Woman's Place amounting to her first month's rent to set her up for success. Thanks to our donors, we were also able to provide her with furnishings. Within two weeks of leaving her abuser, [the participant] and her kids were safe and settled into their new home.	✓				✓	✓
We were able to serve 3 single moms who bravely left a domestic violence relationship. One mother had recently escaped with her children and only the clothes on their backs. With her natural supports she was able to gain secure housing, however with the start of school she was unable to purchase school supplies, pay for the technology rental from the school, or purchase school supplies. With this fund she was able to overcome these barriers and her children were able to enroll in school at the start of school. This may sound small to most of us, however, to see the tears in her eyes and hear the multiple "Thank You's" and blessings helps us understand what a blessing this fund has been to our clients.	✓	✓		✓	✓	✓

	Basic Needs	Education, Bussiness, Tech nology	Immigrant & Refugee Women	Health/Mental Health	Domestiv Violence	Resource Navigation
<p>"In March of 2020, at the beginning of the Pandemic, I was living with a roommate who took on familiar behaviors my former husband had just before his mental health psychotic break. I became frightened and I felt I needed to find other living conditions. Women's Resource Center (WRC) was recommended to me. I was told to ask for [WRC staff]. I called; they put me straight through to [WRC staff]. They supplied me with information on emergency housing, low income housing, the Axis Crisis line and gave emotional support. WRC gave me an application for their financial assistance program. I received rent money to move into another apartment which was also supplemented with the Stimulus Package Money from the pandemic. Now it is August 2020, they are very busy due to the pandemic. They always are available to talk to me whenever I call. When not able to answer the phone, they promptly returned my calls. Over the last 6 months they take the time to call me to inquire about my well-being. I felt heard and supported from the very first phone call to them. [WRC staff] will engage me in conversation beyond hello, how are you to really get a "feel" about how I am. The women at WRC care."</p>	✓			✓	✓	✓
<p>The abuse [the participant] had endured at the hands of her husband became more violent during the COVID-19 pandemic. So much so that [the participant] found herself in the emergency room and missing nearly a week from work. She decided that she and her young [child] needed to move out of the home and begin a new life where they would be safe from harm. A kind nurse in the emergency room told [the participant] about the Women's Resource Center and she called right away. WRC helped her find therapy to work through the abuse she endured, affordable housing and financial assistance. [The participant] and her [child] are now forging a new path and their future is looking brighter every day.</p>	✓			✓	✓	✓
<p>[The participant] was a single mother of two children who was laid off during the COVID-19 outbreak. She was working at [a restaurant] until March. She had just moved into her home after being homeless since 2018. She has allocated all her savings to move into a permanent home. She had filed for unemployment but unfortunately, it was not enough to pay all the bills. [The participant] reached out to a family advocate at the center and together they partnered to find solutions and concrete resources during COVID-19. [Through] advocacy her landlord reduced the rent payment and LPFCC paid for the rent to alleviate [the participant's] financial hardship. In addition, she received food assistance, concrete resources, and several referrals to other</p>	✓					✓

	Basic Needs	Education, Business, Technology	Immigrant & Refugee Women	Health/Mental Health	Domestic Violence	Resource Navigation
collaborating agencies, which translated in a stable situation for this family. This is a perfect example of collaboration, advocacy, and comprehensive support during these uncharted times.						
Posada was contacted by the YWCA in early June regarding rental assistance for a single mom with a young school aged [child]. They had been at the shelter for a few months and needed to find housing. [The participant] had found a part time job, but her hours were not enough to afford the first month rent and deposit so to get her and her son out of the shelter. At the initial time of contact, we were unable to help [the participant] due to lack of available funding. Shortly after the YWCA reached out to us, we received the award letter from WFCO. Posada was then able to help [the participant] find affordable housing and provide her the support for first month rent and deposit. [The participant] moved into the apartment on August 1st and is still working her job. With the support of WFCO, [the participant] had the opportunity to get on her feet, find permanent housing, and provide a safe environment for her and her [child].	✓					✓
[The participant] is a single mother of three, she was relieved to finally have a roof over the heads of her young children. She was picking up extra shifts at work to make ends meet and the kids were enjoying their friends at school, until coronavirus began to take the world by storm. In a matter of weeks, the schools transitioned to online learning and the restaurants in town closed their doors, including the one where [the participant] was employed. Waiting for unemployment to kick in, [the participant] called Women's Resource Center to see if there were any resources that could help carry her and her family until they had some money coming in. She was able to secure funding for several bills, a gift card to the local grocery store, and toys and activity bags to keep the young minds at home engaged. [The participant] is now back to work and her children are going back to school soon!	✓					