

**AFI Funding and Asset Building Strategies for Community Action Agencies Webinar
May 7, 2014**

Cashin: Alright. We are back and now over to Gary to get us started today.

Gary: Absolutely. Thank you, Cashin. I'm Gary Tyrin from Community Action Partnership and I'd like to welcome you all to this webinar. As a reminder, this session is being recorded and will be posted along with the slides following today's event. We will take questions at a couple of points in today's webinar, so please type those in the Q&A box anytime. This webinar is divided into three areas, first Jeannie Chaffin, director of the Office of Community Service will provide a brief overview of asset building tools and strategies that agencies and partners can use in work with families. She will also provide a summary of key national resources. Second, Gretchen Lehman, Program Manager of the Assets for Independence program, will provide a summary of Assets for Independence and the new funding opportunity announcement. Third, Gretchen will turn facilitation of the webinar to Denise DeVaan from the AFI Resource Center who will introduce our community action agency leaders. These leaders will share stories of success and innovation including the resources they have mobilized. We will begin the webinar with a poll, after the poll Jeannie will begin. Thank you.

Cashin: Thank you. Everyone that poll is open, there is actually four different questions and if you could input your answers on the right. And with that we are actually going to hand over to Denise to get some introductions for today.

Denise. Thank you so much Cashin and thank you everyone who has registered and is participating in the webinar, our latest numbers show 235 had registered and including the speakers we will be just shy of 250. So I want to thank you so much. It is my pleasure to introduce Jeannie Chaffin to you. And Jeannie of course is not new to the community action world. Those of you who have registered and are participating, many of you are executive directors or you are part of the state association network or you are program directors or you are fundraisers and we have a few CSBG directors. Jeannie comes to use from the national association of state community services or NASCAP and before that was with the Missouri state office and worked with CSBG and the low income energy assistance program, and just a warm welcome and appreciation to you Jeannie for making the time to be with us today and you should know that some of your old friends from Missouri are logged in. Alright, Jeannie.

Jeannie: Great, thank you. I'm so pleased to be here today to talk to my community action colleagues around the country about asset development, financial capability, and really what I think is an exploding area that I want to make sure community action is tuned into and really leading pioneering work that is going on around the country. I want to thank Community Action Partnership for hosting the webinar today - they do such a good job of bringing really quality resources and information to the network and we're just so thankful for all that they do. I'd like to thank the Assets for Independence Resource Center and Denise for helping to put this together today and then the 230 some odd registered community action colleagues out there. Thank you for taking a little bit of time out of a busy schedule and committing to learning and hearing more about what is going on in this phase.

As Gary said, I'm going to speak and then I'm going to hand it over to a staff person at OCS that I have a lot of confidence and respect for, Gretchen Lehman, who is going to provide you with

more details than I can and a little bit more accurate information about how you could pursue Assets for Independence and then what I'm really excited about and what convinced me to sign on to this task today is you're going to have an opportunity to hear from some pioneering agencies out there across the country who I think are doing some really great work in financial capability asset development, and they're doing it from a community action perspective. I think my work in Missouri or my work in NASCAP where I got to work with all the states - I always really valued hearing about what folks were already doing, because when you can see it and hear it and hear colleagues and what they're doing I think it always makes it more real to you, so I really appreciate that.

I think an exciting thing that is happening this year is we are really celebrating the 50th anniversary of the signing of the Economic Opportunity Act and over 50 years of really helping Americans move out of poverty and climb up the economic ladder. As we're doing this, I know many of you at your community action agencies may be commemorating the 50th anniversary. We at ACF are doing some events to commemorate that; we're really committed to not just looking back, but really thinking about what the future holds. When I think about efforts that are important to us in the future, I really do think about asset creation and financial capabilities so I think this is a timely topic for us to be thinking about this year as we're looking at the future. I'd like to begin to introduce the idea of financial asset building. I know many of you, of community action agencies have been on the forefront of asset building and asset development from the beginning when the Assets for Independence Act was first passed and ACF started funding demonstrations there were many community action agencies that were the first applicants. And states like Minnesota have really been doing ground-breaking asset work for many years. Some of you may be newer in the network or newer in this topic and we thought we'd provide a little bit of background this afternoon about why assets and what this is all about.

We've got a slide here where really two leading authorities on asset development put forward some really important quotes that sum up what we are trying to achieve. The first one, Ray Boshara, who is now with the Federal Reserve Bank in St. Louis, so you folks in the mid-west have a great resource there at the Federal Reserve. He is a leading thinker on this subject and has said, "With income we get by, but with financial assets we get ahead," and I think we all know that in community action we always are trying to really help our customers to not just get by, but to really get ahead and to move up and out of poverty in a really permanent way and assets and savings really help to do that as Michael Sherraden's quote also demonstrates. They help do that for the long term and it really puts people on a pathway to success when you begin to think about financial capability and financial assets rather than just thinking about income and just helping somebody increase their income or establish an income.

Thinking a little more about what we're talking about when we are talking about assets - obviously you've got tangible assets such as money, real property, you can also count machines and equipment, bonds, stocks, and financial securities are the kind of tangible assets that we often think about. We also want to think about items such as intangible assets such as your credit, and really your social capital - having connections to different networks, to different people in your community - are also part of developing assets. We think that these areas are all things that when we are talking about financial capability and asset development that we want to consider.

Financial Assets Matter. I think this slide does a good job of talking about the idea of what does asset development really get us - what kinds of outcomes and what kinds of positive change does that create for families. So moving away from just paycheck to paycheck, but really thinking about long-term financial stability has a lot of positive outcomes for families. Some of the research shows that when families have assets and they save it increases the likelihood that children may go to college in that family. There is some initial research being looked at that demonstrates that it may increase community involvement. It really has an aspiration impact on the family and what family members may be able to achieve - so there are a lot of good benefits that come when thinking about assets. We really look at this as a continuum. In the beginning when we thought of asset development we thought a lot about the kinds of assets - such as purchasing a home or going to school or maybe starting a small business, and the field has really developed now so that we are thinking about a continuum of assets.

You will hear a lot of people talk now about creating an emergency savings account, maybe even considering the purchase of a car an asset, and that folks really move along an asset development continuum which would also include the standard things we've known historically about a house and an education and a business, but then also saving for retirement. We're beginning to think and a lot of people in the field are beginning to think about asset building as a continuum.

And when you think about the work of community action you really begin to see where community action agencies link up in many places with this community idea. You certainly have a lot of different tools that folks can use to get those assets - matched savings with AFI, tax credits, building financial capabilities, access to public benefits are all tools that help people secure good assets for the future.

Finally, I want to point you to the slide on the Asset Building Framework. I think this is a really nice visual for some of the things I've just talked about. It shows that we are not just looking at income, we're also looking at savings and that all equals financial assets. It is not just a job; it is looking at tax credits. It is developing a range or a continuum of assets that puts people on the path up and out of poverty.

Today what we're going to do moving forward is Gretchen is next going to talk about Assets for Independence IDAs which are matched savings accounts, and at the Office of Community Services we have a funding opportunity where local community agencies can apply to operate an Assets for Independence program. Many community action agencies did that. I appreciate my colleagues in Missouri being mentioned; Missouri has operated a statewide Assets for Independence program for many years. And then as I said, we're going to hear from community action professionals and pioneers who are taking Assets for Independence and really bundling it with other services and in some ways I would say, making it value added.

We think AFI is a great strategy to add to other efforts and to bundle with other services that you may be providing at your community action agency. We are in the future moving into a time where it is really important for us to think about how we put services together and make them value added. There is not a whole lot of new money, Federal money, coming down the river and so I think we have to think about the programs that we have and how to put them together in new and innovative ways. I think AFI can be done in a very robust way when packaged with other programs. Many others of which community action agencies provide.

I'm going to hand it over to Gretchen Lehman who is our AFI Program Manager, and I have to tell you, to take a minute to appreciate Gretchen. She has been with us a short time, but has done more at OCS for AFI than I think two or three people could have done in a longer time. We stole her from the Department and our Assistant Secretary's Office for Planning and Evaluation. She has a really strong research and education background in asset development, so we are really lucky to have her and I know she will be a great resource for all my community action colleagues in this phase. So, take it over Gretchen!

Gretchen: Thank you, Jeannie, that was very nice. So my job... there are some resources available in the slides too for later reference for everyone... So my job here really is to go into just a little more detail on the Assets for Independence Program, although still not too much as you will be hearing more details about some of the programs that are being run by community action agencies from themselves. I'll go over the dates and key information about the new funding opportunity and to really approach some of the things about the AFI program from the framework of if you wanted to apply, if you were thinking about applying, what are some of the question that you want to think about before you even start putting together that application if you are considering adding the Assets for Independence program to the work you are already doing.

The Assets for Independence Program as Jeannie said is an asset building program that encourages low-income individuals and families on the path to self-sufficiency through matched savings accounts. Those matched savings accounts are called individual development accounts. It was established in 1998 by Congress. This year, in FY2014 we have about \$19 million. The grants are for a five year project period and are often extended into a sixth. There are multiple funding cycles each year, there are multiple times when applications are accepted and we do allow organizations to have more than one AFI grant. I'll be touching on that again later, but it is important to know that many successful programs do have more than one grant running at the same time and that we would often encourage people to think about starting with a very small grant to see how the program goes and then coming in later if things continue to go well.

A key piece to note for all applicants is that the AFI does require 100% non-Federal cash match for the amount of the AFI grant. So if you were to apply for \$10,000 in the AFI grant, you would need to show that you have a commitment of \$10,000 in non-Federal cash match so that you could run then a \$20,000 AFI project. Right now there are about 300 organizations across the country that are running AFI projects. The vast majority of them are 501(c)(3) non-profits. State, local, and tribal governments can also apply, but they have to do that in conjunction with a nonprofit and then there are some special types of nonprofits that we call out as far as CDFIs and low-income designated credit unions are also able to apply for the AFI program. There is a link here where you can see AFI grantees and where they are located if you're interested.

Maybe you're not ready to apply for the AFI program yourself, but you think that an AFI program might be a good partner - you can see who is in your area, you can talk to others, you can also see what other community action agencies might be, and you can talk to them and reach out to them, and learn more about their program.

Since it was started you can see the numbers of sort of the total. We've had almost 90,000 families who have participated in the AFI program. It is quite a stunning accomplishment. In

thinking about applying...there is going to be a slide later with some questions on it, but I can present about some of the specifics of the program, but you have to think about and coming together and how you might want to put together an application. So I wanted frame it in that way.

One of the things that we have within AFI is that there are two models for how you might run the program. There is a single site where the organization - they have the funding, they do all the recruitment, they have one location, maybe multiple locations if they have multiple office, but it really is that one organization running the program as you would typically think of a grant relationship. There is also a model in AFI of having a network project where one organization might apply for and receive the funds and then they work with other partnering organizations in order to cover for example an entire state or a larger region. They may have organizations where they actually do a request for proposals and have a relationship with other sub-recipients that work directly with the participants. So there are a couple of different ways if you were thinking about applying that you could think about how do I want to structure my project? how would I want to do this? what is a good model for me? And you don't have to necessarily commit to one forever. You could always change it if you needed to.

Another really key piece of information about the AFI program is that our legislation is very specific about how the funds can be spent and this has to do with both the Federal funds and the non-Federal match. They are put together in to the Project Reserve Fund, and 85% of that funding has to go directly to the low-income participants match in their individual development accounts. That leaves 15% for what I've been calling project operations, there some different breakdowns of those project operations based on our legislation, but it really does not leave a lot of money for things like staff and capacity and even sometimes things like the financial education that you might be offering to your participants. So I'll be talking more about the other kinds of support that organizations need to think about putting together and in thinking about other kinds of partners that you might want to put together for running a successful program. This is one of the areas, and we'll hear this again later, but because of some of the funding that community action agencies get through the Community Services Block Grant, through other resources, in some ways has been a really nice fit because they have other resources that they can use for administrative costs and Federal allows them to run an AFI program.

So the specifics on the funding opportunity - we have a ...AFI has a three year standing funding opportunity announcement. Today happens to be one of the closing dates for the applications, but do not be scared, there are many more listed up there and it does take a while to put an application together, so don't feel rushed, there are... we're trying to hit at least two opportunities every fiscal year, it just so happens that for 2014 we have three in the calendar year. There is a link there that will actually take you to the funding opportunity announcement. There is a cap of \$1 million of a grant. You can't get more than \$1 million in an AFI grant and the floor is \$10,000 (you need enough to have more than one participant). There were some changes in this FOA for folks who have run AFI programs in the past or who have applied for the AFI program in the past. This FOA was rewritten and there are some changes, so there have been a series of webinars that have been put out through the AFI Resource Center generally and we'll have more information on those later, but there is a webinar specifically that sort of calls attention to some of the changes in this FOA for those who may have looked at an earlier FOA.

As we said earlier, the participants for an AFI program are saving money in matched savings accounts called individual development accounts. This is one of the areas too where there are some things set in the AFI program and there are some things that applicants or grantees have to decide. There are three allowable assets that participants can save for. They can save for homeownership, post-secondary education or training, or capitalizing a small business. And grantees need to provide access to financial education classes and supports for their participants. One of the things programs can decide is what is the match rate that they want to offer to participants for their match savings account. And programs can determine if they want to allow only one of the allowable assets or to have different offerings of those assets, those are three that are allowable through the AFI program overall. We do have some organizations that perhaps specialize in homeownership for example and they really want to focus on that so they've decided to only focus on that as an allowable purchase.

In looking at the requirements there are certain things that are required and there are certain things that as you're thinking about who you would be serving if you were to apply for the AFI program and who you are serving now and if the AFI program is a good match for the people you are serving now. Some of the questions you would ask are: do I have people that are interested in these asset purchases and who would be ready to start saving for those asset purchases and make them within five years?

On the next slides, another key piece of evaluating your participants is whether they would be eligible for the program and whether they would have earned income to deposit in their accounts. So there are a couple of different ways of determining eligibility for the AFI program. You can see those on your screen and there is additional information on the AFI Resource Center. Generally speaking, most people are determined eligible based on their adjusted gross income for the household and also on their net worth for the household. You have to have a net worth of not over \$10,000 and the adjusted gross income is tied to the annual HHS poverty guidelines, it's 200% for the household of the annual poverty guidelines.

In thinking about whether the AFI program is a good match for you, part of it is thinking about, "Is there a pool of participants who this program would be right for and that I could access?" So this is an overview of the questions I was phrasing as we went through some of these. Generally, does the AFI grant fit the mission of the organization? As Jeannie talked about in the beginning, for a lot of community action agencies it may fit very well in with the work that you are doing. But then thinking about, do you have participants that are ready to start saving, and have earned income, and are eligible, and are able to purchase a first home, start a small business, or get a higher education.

And if you've determined that you want to think about how you would design a successful project, would it be network, would it be single site, what kind of match rate do you want to offer, what kind of assets do you want to offer? And then in thinking about the partnerships within your community, are there partners that you could leverage for this kind of a program, possibly for financial education or for other kinds of homeownership assistance programs.

And then a really key one for almost everybody is how will we raise the non-Federal cash match as well as additional resources for administrative operations if they are deemed necessary. So then the last couple of slides as we have... there is some information that grantees give us on where they are getting some of their non-Federal cash match and also project operation funds.

As you can see, CSBG is listed there as a source for other administrative operation type funding. There is a lot of variation on where people are getting their non-Federal cash match - a lot of foundations, some places get it from state or local government, financial institutions. These are some examples and I know that the community action agencies that are on the webinar later will be talking about specifically about what they've done in their cases.

The next slides should be...As I mentioned earlier, through our Assets for Independence Resource Center we have a series of webinars that are available to anyone who is interested in applying for an AFI grant. There are some dates up here and different webinars and you can always go online to the Resource Center which is idaresources.acf.hhs.gov and check on the calendar when webinars are planned and you can take advantage of those and you can learn more about the specifics about the application. I think now it is time for questions.

Cashing: Hello Denise, are you able to do questions now.

Denise: Yes, I am. Thank you Jeannie and Gretchen. You are just fabulous, both of you. And now we have time for questions. If participants would please use the chat box in the right side you can type in your questions and Jeannie and Gretchen can take some time to answer them now. And Cashing I just wanted to check with you - are the lines muted or unmuted?

Cashin: Ah yes, the lines are muted, so questions will need to be typed in and we have a couple that are already in the queue.

Denise: Great. Maybe we can start with the ones in the queue. And I'm just coming - I can't see them. Could you read them please, Cashin?

Cashin: Sure. Well we'll go back to the beginning here then.

Denise: Ah, here it is, got it.

Cashin: Are you ready or would you like me to go ahead and read?

Denise: No, no, go ahead and read, please.

Cashin: Alright then. Are community action agencies the only type of non-profits allowed to apply? We are for example, a community development corporation.

Gretchen: So they requirement is that they be a 501(c)(3) - not that they be a community action agency. It is more based on your tax status.

Cashin: Thank you, alright, next up. I find with the electronic wallet, it ironically it is harder for people to plan and budget money as the topic is different when not tangible, especially if you are trying to reach children.

Jeannie: I'm pleased that somebody mentioned children's saving because children and youth are an area that has just exploded in the asset development world. There are some barriers that I think to using Assets for Independence for children or youth savings. As Gretchen mentioned you have to have earned income in order to save so that works for some youth who may have part time

jobs, but it probably doesn't work for many children. But there a lot of other folks out there who are demonstrating and experimenting around children and youth savings and I think that is really important. Also, we're doing a lot of encouraging and thinking about how children and youth can expand their knowledge about financial concepts and through Assets for Independence and a partnership we have, we've been doing some work with Head Start programs, working with parents and their children in Head Start on savings and money management. I think that is a really, really interesting concept and will look very different in four or five years. I think mentioning My Wallet; I'm assuming that is a reference to some of the apps and some of the electronic tools that are out there now for managing your finances. I think when I started in community action and we talked a lot about budgeting, we certainly weren't talking about electronic apps and helping people to use those tools. The whole field is changing significantly. You know we don't call it budgeting anymore, we call it financial capability. So I really hope agencies are looking at those kinds of resources and thinking about technology and how to use apps and potentially even some of the research coming out around behavioral economics and what prompts people to save and what prompts people to make wise decisions about money management. As I said in the opening, I think there is a lot of innovation and potential in this field that I really want to make sure that my community action colleagues around the country are paying attention to.

Denise: Good. There is a question here from someone who says that higher ed could be a technical school as well as a two to four year college. Would it also apply to those wanting to learn to be a chef? Gretchen, do you want to speak to this one, please?

Gretchen: Sure, so the AFI legislation has specific requirements about the kinds of institutions for the post-secondary education and training. So it would depend specifically on where the person is going to chef school and there would be some follow up. It actually references some educational legislation, so there often is some cross checking that we have to do when grantees pose these specific questions, but in general, there a number of vocational institutions that do qualify and it is not exclusively for the university system that qualifies for the post-secondary education training.

Denise: Thank you, here is a good question from Laura M. How does one apply for a second AFI grant and how does that look for programming? This is a good example of one grant and then another grant before the first five year project is done. Do either of you want to speak to that?

Gretchen: So the how is just that you apply again. But you would have to raise a second...it would need to be distinct sources...well not sources necessarily, but distinct pools of non-Federal commitment... so you would have your one project that is running that you have committed the non-Federal source funds to and then if you apply for another grant then you would have to have another distinct non-Federal commitment for that second grant. And then what basically ends up happening is you have different projects in different places of the life cycle. So if you have...many of our grantees are enrolling participants throughout multiple years, but you may have...well actually I'll use a university as an example. So you many have some participants that come back and enroll again in that second grant, so maybe they have multiple years of school and they want to save for six months and pay part of their tuition and then come back and save for six months and pay part of their tuition. In order to do that you would have to have them be in separate grants as they can't come back to the same grant to get another IDA, but you could have two grants that are running and you could enroll them in the second one.

The second thing is that if you have a small grant and you are fully enrolled and you have people that progressing and saving over a longer period of time, over four years or something like that, then in order to recruit new participants then you would need another grant. There may be some people who drop out along the way in this first grant, but you really want to be actively engaging and enrolling others, then you would have another second grant and you would have people, potentially some cohorts - a group of people from your first project that are moving their way towards their savings goals, well then your recruiting and enrolling people for this next project that then will move into their savings goals. So it can look a variety of ways, but that is some examples.

Denise: You know, thank you for that Gretchen, and as we listen to our community action professionals, they'll offer some insights too about how they layer grants. So that is great Gretchen, thank you so much for that. There is a question here about CSBG. Can CSBG used as a match? Can the state CSBG manager - is this allowable? Can you speak to that and to CDBG? Can you speak to the requirements of the non-Federal match, Gretchen, please?

Gretchen: So for... The way the AFI Legislation is structured is says that they only Federal funds that can be used as the quote non-Federal match are those which allow that usage within their legislation. So it can be a little bit of a tricky thing in going to learn about that funding source. My understanding is that the Community Development Block Grant, which is run by HUD does have that sort of allowance within its legislation and there are some other examples of Federal legislation that I think if you were to go to the AFI Resource Center that there would be some information about those that have overtime people have researched and developed some lists of that. CSBG is not one of them, but Jeannie can talk about some of the administrative uses for CSBG.

Jeannie: One of the things you will all be familiar of those of you with community action, that often times Community Services Block Grants issues very flexibly to support a range of strategies and infrastructures. So an agency may be using CSBG to support case management or financial education, AFI agency. What some agencies do is they use CSBG for those sorts of support for AFI participants, but it cannot be used as the cash, actual cash match. If you understand the rules around AFI, you can see it is very difficult to have AFI as a standalone program without any other infrastructure. So community action agencies obviously have a lot of other infrastructure and that can be used for an AFI, toward an AFI project. If you have more detailed questions about this, you can reach out to our AFI staff or the AFI Resource Center and we can provide answers to that.

Denise: Thanks so much both Gretchen and Jeannie. There is a really good question here about Head Start. What types of programs would you suggest that a Head Start program implement with an AFI grant since it must be targeted toward the parent with earned income?

Jeannie: We have some examples of that. So if someone wants some concrete examples, again, they should reach out to us and we can put them in touch with programs. But just sort of at a high level, I think if a Head Start Program particularly and a community action agency where there may be case management, financial capability, and other things being provided for Head Start parents would be very much suited to applying for an AFI grant and really be targeting their Head Start parents as participants. So Gretchen really mentioned thinking about, do you have participants who this is the need that they have? And I would say that a lot of Head Start

parents would be suited for this. Then through Head Start or the community action agency, you might even want to supplement that with other resources and providing financial capability to the children in the classroom. We've got a couple of pilots around the country that we're working on that and trying to learn around that issue. I'm a big proponent of all community action agencies really focusing, bundling, integrating a lot of services to their Head Start parents. I think we're going to see more and more of this.

As I mentioned in the beginning we need to be thinking about how to combine things so that they are value added. If I were a CAP director in a community action agencies I would be thinking about how to bundle asset development and education and a whole range of things for our Head Start parents because we the potential with those families to break the cycle of poverty. One thing we don't have time to get into today is the emergence around two generation's projects and really trying to help parents develop new skills. It is called executive functioning that allows them to buffer toxic stress and trauma that their children might experience. And it really does have the potential...researchers are finding that this could possibly break the cycle of poverty and that's really what we want to be all about in terms of community action and so I'm really excited about the potential that is emerging around some of this new work.

Denise: And just being sensitive and respectful of your time - a couple quick ones. Can the AFI grant be used for mobile homes - manufactured houses? Can they be purchased if a client is saving for a home?

Gretchen: This is one of those questions that I would need to follow up with someone on. There are some specific sub-questions that we would need to get into. So, Denise if you want to take the person's contact information and provide it to me, that would be great.

Denise: And finally, Brad asks, the AFI grant - is there only 15% that is actually allowed for running the project? That is the honest answer that Gretchen said. Amy said, "It is my understanding that education participation has to be at an accredited school." So back to the chef question, if a participant wants to get an education at a CDL or welding, but it is not accredited. Gretchen, we may also want to get back with Amy about this education question.

Gretchen: Right, so as I said before there is some specific wording in the AFI legislation and it refers us to some education laws and regulations. We often take this really on a case by case basis and when a grantee comes to us. There should be some additional resources on the Resource Center, but we can also follow up on that too. It may be useful Denise, for after the webinar, for someone to go through some of the questions and see if there are certain ones that you want to forward on to me, because I know that we do need to continue and hear from the community action agencies.

Denise: Yep, thank you so much Gretchen and thank you Jeannie. And our commitment to you from the AFI Resource Center, we will take these questions down and get them out, there are answers! We just want to thank you for the participation; I think we could be going all afternoon, but Jeannie and Gretchen I want to thank you so much and we're going to turn now to our leaders of our community action world who are going to be with us today. They have so many insights into what has been presented and I'm going to ask you question if you will let me move the slides, please. And then I want to introduce to you a couple of these folks. First I want to

introduce to you, Angie Miller and Sarah Priest who are from Community Action Duluth. Duluth started with AFI funded IDAs, but you will hear how they have grown and become the financial capability and financial empowerment center in the North East for sure as well as other parts of the country. And both of them have strong backgrounds. Here we go, each of them is going to talk about the partnerships, they're going to talk about sources of funding - cash and in-kind, they're going to talk about the role of the CSBG office and the amazing support that they receive on the ground, they're going to talk to you about the success that they experience among their families and their youth and the success of their agencies. Many of them, their agencies have changed as a result of this work. Their staff has changed and they've been inspired to keep growing and keep connecting and mobilizing. They'll let you know whether or not they are a network project, and we've got network projects I believe in nine states as you can see here and then we have single-site projects in all of these other states. So I don't want to take any more time. This is Angie and this Sarah. Angie is the Executive Director, Sarah is the Director of Asset Development and Financial Services kind of division for the agency. Angie, will you talk to us about financial capability, about IDAs, about what is happening in your agency and about how one thing build upon the other in terms of where you are today?

[technically difficulties, Sarah stepped in]

Sarah: I'm Sarah Priest and I've been with Community Action Duluth for almost seven years and in Duluth we've got a really awesome story where we actually got the Phoenix rebirth and were able to focus on high-impact, innovative strategies to really highlight asset building as a strategy out of poverty, about fourteen years ago, in 2000. So since then we've developed these four core areas of our agency: financial services and asset development, employment services, community engagement, and then a whole new section of green jobs. We have really loved having our IDA program which is probably the first thing we were doing when we rebirthed ourselves after high level advocacy and work on policy. One of our state association partners, Pam Johnson, was a former Community Action Duluth employee and she kicked off asset development and IDAs in Duluth and we have run with them ever since. It has been really cool to see hundreds of people come through our doors and enroll with an IDA and get the financial education portion that is required with that - it is 12 hours. From there we really expanded, because we saw how great it was to empower the folks in the IDA program with financial education. So we opened up financial education to the broader public and we started encouraging people to come to us for that service and we actually started bringing it to the road. We took financial education to domestic abuse shelters and places that do chemical dependency work and places that have services for ex-offenders or work rehab places, group homes, and centers for teenagers. We really took financial education and brought it bigger and better and more bold in our programming. Let me see if Angie is back on or not.

Denise: Angie, are you there? Ok, Sarah, why don't you keep going.

Sarah: Alright. We really ended up founding a lot of our financial work, because in the beginning we were able to get some funding throughout state partnership to do the coaching work within the IDAs, but ultimately you do have to fund that through your own agency. We found that embedding asset development within a housing counseling framework was best, because there were some solid sources of funding. We got our HUD approval status as a housing counseling agency in 2002, and we started getting direct housing counseling funding from HUD in about 2004. Again, seeing how asset development could grow in our agency, we added a free tax-prep

site through VITA and the IRS. Again, we just kept growing and seeing how important it was to layer on things. So in about 2009 we started an innovative car purchase program that helps people get access to a reliable, newer vehicle with low-miles and high fuel efficiency based off of a model that another community action agency - West CAP - had called Jump Start. Again, kept growing, 2012 we started doing pre-paid debit cards. Probably...before our Jump Start program, [we] had a really cool partnership with a credit union and we were able to innovate and do account openings of savings accounts for people in our offices. For folks who were un- or under banked who had mistrust or unfamiliarity with financial institutions - we could start to build the relationship in our office by opening accounts onsite. Recently, in the past couple years, we've been doing accounts, but also pre-paid debit cards. So getting people access with financial services that way. Last year with started with a credit builder loan program to help people really grow their credit in a two-step program of financial...a loan, and then a secured card the year after. And that matched their payment of their loan with a match of their...\$300 loan, \$25 payment, and every time they made an on-time payment they could get a match of that.

Denise: I just want to ask you a question. As you guys started, you never envisioned it would grow in this way. So as you started and you started with financial education, you started with matched savings, you started with FAIM - the state funded IDA, AFI IDA program - what was it in that experience that made it possible for you to have a building block with that and kind of keep taking steps? Could you respond to that?

Sarah: Well, I think that you find ways to make things grow when you see the benefit. It was really apparent to us how much the participants in the IDA program were getting out of it, like the tangible increase in income and increase in assets, increase in credit score. Those things were real apparent. How we just kept going...and we've had this conversation just in our office about when there is opportunity we 'planfully' move forward in that direction - so some of that was our community had a HOPE VI project which is a housing development - it's taking formerly dilapidated public housing and turning it into new, and often mixed income, and sometime mixed use - so rental and homeownership. So we had that opportunity in Duluth and HOPE VI funds and our local HRA came into, to allow us to expand the IDA program, specifically to people who were displaced while they were redoing the housing in that HOPE VI project, so we were able to do IDAs for them for homeownership and I believe the other two assets [inaudible] as well. So sometimes, it is just sort of things that fall in your lap, but you realize how important they are so you're seeking them out and when they fall in your lap, you say, "Yes," every time because it always is going to lead to something bigger and better for all involved.

Denise: Sarah, one last thing before we move on. You've got some unique partnerships, you've had tremendous support from state CSBG office, you've also brought in the resources - can you just talk about any of the resources you've used to pay for the working-with-people side of your work? And ideas you could give to your colleagues in the country?

Sarah: Sure, like I said, we started imbedding some of this in the housing framework. Being a HUD grantee - getting HUD funding to help support the counseling side of the work. We have partnerships with our local United Way. We also use CDBG, and we're able to use that as some of the support counseling dollars, but also match, so we created IDAs specific to homeownership in the City of Duluth throughout CDBG allocation. We have some unique partnerships with our county in which we got some funding for staff through the family services collaborative network and we have an employment services provider contract with the county

that enables us to do specific service to African American families who are on the Federal TANF program. Some of the other funding is the LISC social innovation fund that came in in 2011 that really helped transform our agency from sort of this compartmentalized asset-building into a more holistic agency-wide vision of asset development and financial services. So now, under a new model of how we do business with the financial opportunity center, we really are blending and holistically offering this coordinated services between employment and financial community engagement and our green jobs program - it is really coordinated. So those things really helped changed and of course our state office and our community action association - they have been fantastic supporters of our work and really just lead the way. Still don't see Angie on yet. CSBG offered some innovation funds that really helped us get going, probably back in 2007 and we got another one in 2009 - helped us do a different IDA program and then also I think our car purchase program were infused with some of this asset innovation funds.

Denise: Here's an example of one agency that started all over again and started with a few, and I mean a few Individual Development Accounts for homeownership, higher education, small business and financial education. And within a span of about 15 years has built on-top of each other using various funding sources to keep moving in to be a comprehensive asset-building effort. And also, you brought in the Federal Reserve, the Consumer Financial Protection Bureau, the Comptroller, you've brought in a lot of other resources to your community, not just in the agency, but to the community. We're going to move on from here, and thank you so much, we're going to be coming back to you, so please don't go too far.

I want to introduce to you a dear colleague of each of us throughout the country whose name is Steve Nagel. Steve is also from Minnesota and he works with Kate Overson. He is from West Central Minnesota Community Action and has been in the community action world since his graduation from college as an outreach working. So it has been a long time and Kate Overson is the kind of coordinator of the IDA effort in Minnesota that reaches all 87 counties. I know we are having a technical challenge. Steve, can we hear you now? Are you there Steve?

Cashin: No, Steve is not even logged in.

Denise: Yeah, Steve is here, it is just a technical thing. So I'm going to go ahead and do this for Steve and I feel sad of our technical challenge here. If Steve gets in, then Cashin, let me know.

West Central Minnesota Community Action is an agency in kind of western Minnesota it's got about a \$10 million budget. It is a rural community action agency. It is the grantee of a whole network of agencies; there are 23 community action agencies underneath the West Central for the AFI grant. This whole effort started in 1999 and so far \$4 million has been raised in AFI funds and \$4 million in non-AFI funds, which includes the state funds from the state of Minnesota and TANF to be able to run this large AFI network. There is enormous support from the state CAP association, from the state CSBG office, the Bremer bank system which provides the banking throughout the state - kind of re-wrote software and is able to download the savings information within minutes for all the counties, all the CAPs, all the non-profits underneath it - and then West Central sends out every month through the network statements that show where the savings is, where the match is, how far they have to go.

On this next one, this whole network has done a lot of innovation and it is kind of scary to say this for Steve, but they developed a Four Cornerstone Financial Literacy Curriculum. This

financial literacy curriculum came out of the low income folks who were in the asset building effort. Then what happened is the state CSBG office worked with a big foundation to get funding to do training throughout the state. So far 1,400 front-line workers who are IDA providers, homeless providers, Head Start providers, and many other practitioners have been trained in the curriculum and to spread all of that throughout their communities. The University of Minnesota very early on came on board and helped with evaluation. They did that as a value-add, they didn't get paid for it, it was a partnership, but they created a first-ever online financial education certificate for practitioners that costs \$250. The second cohort can sign up from around the country, any of you that may be interested, starting in June - and there is a real certificate for the financial education. We mentioned about the Bremer banks - they electronically go to West Central, all the banking accounts, all the savings accounts have been negotiated with no minimum balances, with no service charges. The banks get Community Reinvestment Act credit for this. In one metro area, the CRA officers of a couple of different banks - they convened the funders, so that was a great partnership that the CAPs led with these banks and they convened the following funders and they thought through how to frame asset building work that the funders could get and could understand. So instead of knocking at all the doors, the banks convened them. In another area of the country, the Federal Reserve Bank convened the United Ways and the banks to try to fund IDAs and asset building.

The subgrantees underneath West Central all have coaches and they are paid by various sources, but these coaches have done what Duluth did - they took the financial literacy education into the county prisons and into brownbag lunches for small businesses in the community and have really done a lot in financial capability. Some of the staff did innovation, and they became notaries, because they found so many people were unbanked, and those who were unbanked didn't trust the banks, so the staff became notaries to help open up checking and savings accounts for the banks - they become the liaisons. I'm just going to ask Steve if he is there - ah, shoot, it is a technical problem, I'm just so sorry, but this is an amazing partnership. West Central has got a partnership with the Department of Corrections and male prisoners, generally male, who are non-violent offenders work on the crews to build affordable homes. That is during the day and they go back to the county prison at night. What has happened at West Central in particular is that several of these prisoners, after they left, they got into the IDA program and they were able to purchase the homes that they helped to build or were able to purchase other homes. I think if we talked with Kate Overson or any of their staff, I think what they are learning right now is that the asset building work has changed their agencies. The network that has built over 15 years is the force at the legislature. They brought stories from the field, of people who were unbanked, of identity theft and all these things that were really tough - they brought them to the legislature and the legislature has been taking appropriate actions. I hope Steve I've done the best I could do for you and Kate Overson, just to thank you for your leadership and to all of your colleagues there in Minnesota.

We're going to move now to MesaCAN. This is Eva Felix, and Eva is a wonderful, wonderful CAP colleague. She is going to talk with you about a different kind of focus that many of you could consider in your communities. Eva, I want to turn it over to you to tell us about the great work you are doing in Arizona.

Eva: Thank you very much. Good afternoon, my name is Eva Felix. I'm the IDA administrator for an organization by the name of A New Lease. We are a non-profit, and I work at the community action program division which is called MesaCAN. Our mission of helping families, changing lives

is in line with our community action association mission of improving the lives of families and individuals in the city of Mesa. We at MesaCAN, the site that I work out of, I call a one-stop shop. We offer, like most of the other organizations, additional resources to the low- and moderate-income households that reside in Mesa. [This includes] utility and rental assistance, we have financial coaches on site, we are a VITA site throughout the tax season, and like other organizations we are very, very blessed to have funders and partners that really assist us. As a non-profit we applied for 8 total grants commencing in 2001 and are very proud of...today was a deadline to apply for a 2014 grant and we have in fact applied.

As an organization for IDAs we're very privileged to assist low to moderate income household in all three of the programs: downpayment assistance for first-time homebuyers, business capitalization, and of course the education piece. During the economic downturn several years ago we found that a lot of our participants and/or clients that were in other programs found themselves out of jobs. Our education pieces literally took off. We partnered with Mesa Community College, a local community college that was in fact then growing - it is up to 28,000 students, and that piece literally took off like a rocket. We found that a lot of individuals that were in various times in their lives finding themselves without work, found themselves finding the need to go back to school. Mesa Community College and ourselves partnered and that education piece took off like a rocket. With that growth came very lovely things that happened. The Maricopa Community College School District found that a lot of individuals were in fact graduating...I'm very, very proud to say that over 360 MCC students have graduated from the IDA program that we have paid out to .. in AFI funds, about \$60,000 away from paying out about \$1,000,000 at Mesa Community College, I'm very proud to say. With that we received the innovation of the year in 2013, and the Maricopa College Community School District then offered us \$500,000 in \$100,000 increments to apply for an AFI grant from [inaudible] to 2018. With that came the expansion of this. Maricopa College School District encompassed I think 10 to 9 community college in efforts to grow that to all the other community colleges. I'm very happy to say that we've brought Glendale Community College in the West Valley to include that.

With that, lovely partners, Arizona Community Action Association, which is not only a funder, but happens to be our CAP Association - provides not only work...and companies to be brought in and provide us funding...they offer social justice work, they are huge advocates at the state level for us and provide for training. They then partnered with us to offer foster care youth the opportunity to go back to school and/or to go to school and afford that. With that we have growth to group homes, we partner with the local foundation who offers group homes to youth. Those individuals are now in our education piece. Not only of course children that reside in families - they too then were brought in and have been since the inception. We are very, very happy to say that we offer financial coaching to those that are struggling with their credit score. We happen to partner with a local credit union that is in-house and they offer opening up IDA accounts and also checking accounts for those that are underbanked or unbanked..and in opportunity to grow them. With that we are very happy to say that we've also launched an Opportunity to Assets, which is a non-AFI matched savings account to those individuals that don't qualify at 200% of the poverty level. We are also very, very proud to say that we are launching an FOC, which is a Financial Opportunity Center in efforts to grow with the community and offer that to the community as we grow.

Denise: Eva, this is quite a story that you guys have developed here in Arizona. Could you just speak a little bit more to the issues to the children or the youth in the group homes and the community

colleges and the match that you are going to be able to do? This is become quite a focus for you guys to work with youth, to connect with the community colleges, to get the foundation that provides the non-Federal match so that you can just focus in on these populations. Is there anything you can tell us about these young people and their hope and kind of what's happening for them?

Eva: Absolutely. Unfortunately with foster care and group homes, most of these children are lacking the parental piece to their lives. In an effort to offer them not only that, they struggle with other issues and as a non-profit we offer...we kind of wrap our arms around them and assist at other levels - whether they've got food, maybe they need to see a therapist - we as a non-profit offer literally 28 different programs that they can touch on. They may also just need to talk to somebody. Most of these youths are struggling. They are trying to find a job, they are trying to find their place in life and they don't know how they are going to pay for this. As a non-profit we offer them a three to one match to attend any community college and/or any of our top three universities here to enable them to handle that burden of paying for the cost of an education.

Denise: Great. So here is an example, colleagues in the community of an agency that focused, filled a gap, focused in on youth, has a lot of funding coming to make it happen, and is partnering with the community colleges to make it work. We're going to come back to you Eva. Just thank you so much.

Here is a question that came in. Quickly, is partnering with a local scholarship foundation an eligible funding match for education IDAs? And the answer is yes. There are many, many CAPs and others around the country that are working with scholarship funds. It is a non-Federal source, so that answer is yes. Eva, hold on, we're going to come back to you.

So Eva is an example of a network project, Steve is an example of a network project, and Angie and Sarah are examples of a sub-grantee of a network project. Now this is an example in Sonoma County of a single-site project. And Teri, I'm going to ask you if you and your colleague Marlyn could please talk with us about what is going on here. Teri comes from an administrative background, private sector, not-for-profit sector, and brings all those skills. Marlyn is the IDA coordinator and does business development. They got unique partnerships happening here, and funding sources. Teri, please?

Teri: Yes. Good afternoon. I just want to start by saying, we started initially in 2000 with the IDA program as it states and a grant for \$50,000. It was basically financial literacy was the entry into the IDA program and through our IDA program, participants had the ability to either save towards a home or secondary education or to start a business. In 2010, the agency started the VITA EITC program here on site. By 2011, we were also awarded a contract through the county to do SNAP enrollment and it was after that, that I did some research and realized that what we needed to do was bundle all of that and provide a one-stop shop for our clients to come in and get a work support program that they needed to achieve some type of stability and financial success in their lives. So we started in 2012 with this program we call the Center for Economic Success, which combined our IDA program, our VITA EITC, our SNAP enrollment program, and we also have a private funder here in Sonoma County that makes about \$300,000 a year available for clients that need assistance with their rent or their deposits. So that is all under one roof and as the program evolved in 2013, we began to realize that we were having a struggle getting matches in the IDA program for education and housing. The housing market is really

interesting here in Sonoma County; it is very expensive to live here, very expensive to purchase a home and to rent and so we were a little challenged with that. Somewhat successful with education, but not as much as the micro-business development. That really took off as a result of the high rate of unemployment and the recession and that whole things. People were looking for alternative methods to supplement their income. We were also successful in getting funding; we were able to get a three year grant from a private family foundation to support the program, we have been able to get several banks here locally to support the program. And this is our second year to getting Community Development Block Grant funding from our county to support the micro-business development - and they've also starting this year have stated that we can use the CDBG funds as part of the match for our IDA clients that are in our micro-business development program. We are partnering with public and private organizations to fund the micro-business development piece of the Center for Economic Success and our IDA program.

Marlyn is going to talk about more specifics on the program and more importantly, our relationship with one of our local credit unions here which has really been a boon to the micro-business development program.

Marlyn: My name is Marlyn Garcia and I am the Program Manager for the Center for Economic Success. Within this program I manage the IDA program and I also run the micro-business development program and teach the class in Spanish. We offer three sessions every year in English, and three sessions in Spanish. Usually we have about 50 participants who start the class, and usually between 10 and 12 graduate from the class. In order to graduate from the class, they need to complete 15 sessions and we meet weekly for three hours. So far, this is the second year since we started the program. We started teaching the first class in September of 2012, so it is going to be a year. And we had for the first class, since the program was new, we didn't have a lot of clients, so we only had 6 people graduate from the first class.

From that class I have a really great story from one of our clients. So he completed the class and he already had a business in the city of Sonoma. He had his micro-business, he only had one employee, he was making not enough money, so that is why he decided to start taking the class. After completing the class, his income increased by 46%. He went from having only one employee to having four employees. This business, he was recycling pallets for the wine industry, so now he is making pallets from scratch and he wants to expand even more and to become a small business, and I think that is going to happen probably within one or two years. So we are going to be giving more support to this client and to all the other clients.

Within the micro-business development program, we not only teach classes, we also provide mentoring for our current clients and also for the ones that have already graduated. We also provide the IDA accounts for those that qualify for micro-business. Like Teri said, we decided to move from education and homebuying to just fund IDAs for businesses, at least for the last grant that we got in I think it was two years ago. So for this grant of \$50,000 is only for businesses. Maybe in the future we are going to start doing education and homebuying, but not at this point because we have a lot of people interested in the IDA program for businesses and we want to support our clients that graduated from our micro-business development program. As Teri was saying, we also have a partnership with our local credit union. They set aside \$1,000,000 for our clients - so they are going to be providing micro-loans ranging from \$5,000 to \$15,000 and it is only exclusive for our clients. Even for people who go to community college

and graduate, they get the degree, if they want to apply, they won't qualify because it is only for our clients who have successfully completed our program. At this point we have three clients. I am working with them, because this is a new partnership. So they are going to be the first three clients to get a micro-loan. That is very exciting. What else?

Denise: Marlyn and Teri, I just want to say to you guys, you have really explained - to start with \$50,000, to regroup, to re-focus, and how you've gotten your city, county, winery business, banking, credit - I mean, one by one you have put these partnerships together. Marlyn I think I remember you saying that some of the coaching for the small business is going to be done by the credit union - so it is going to be a little bit more help in your program, you don't have to put money out for that, you'll get support from the credit union to also do that, besides loans that they make - is that correct?

Marlyn: Yes, that is correct. They are going to be providing credit counseling. Also, we have a lot of speakers, a lot of business owners who volunteer, come to class and talk to the students, and they also offer to do one-on-one mentoring to our clients. Let's say, for example, a restaurant owner they can mentor someone who wants to start a restaurant. We have a lot of working with our local businesses who support our students and they are willing to do that because they know that it is going to help the economy of the county.

Denise: Fantastic. We're going to keep moving. I just can't tell you how much I appreciate your thoughts on this and trying to help us learn your story in such a short period of time. Eva, I want to come back to you for a minute. Eva, do you get any support in the cost of the young people who want to learn about what kind of courses they should take? Do the community colleges provide any support to you that you don't have to pay for out of your budget?

Eva: Very good question. Yes, our local community colleges also offer a mentoring to the students to help them maybe find some direction without charging us any money or the students of course. As the partnership expands, this service to the participants also expand. Like these lovely ladies were saying, it is important to...strong partnerships develop as you're growing your programs and we had very, very lucky to partner with a local...it's a credit union, which we house in our site. Or big organizations, like Wells who hold our accounts for our participants. If you partner with strong people who believe in your way of going to help the community at large, it's a win-win for everyone.

Denise: Boy, that was well said. Sarah, I'm going to come back to you for a minute. Is there any, and Steve to you too -- Sarah, for you and for Angie is there any kind of cost to your amazing efforts that are covered by a partner that you don't have to find money to pay for?

Sarah: That is a great question. So the car purchase program is really a neat way where we've got some cool partnerships and we have Lutheran Social Service of Minnesota who shares in some of the work of deciding loan appropriate participants for the program. I don't know that we have best example of where we've really been able to pass off a true cost.

Denise: Are there any other in-kind costs of space or printing or any other in-kind costs that helps to reduce your cost? or not? That is fine too.

Sarah: Not really, no. I'll think on it; if I come up with something I'll let you know.

Denise: Ok, cool. So I want to just quickly....I do know that the same is happening for Steve and many of the CAP agencies that are subgrantees, the cost of doing the first-time homebuyer education is happening with the housing side of the agencies and the community colleges are providing coaching assistance to help people get business plans and help people figure out their education plans and that too is happening through this statewide network. Now just quickly, because we have to be sensitive to every bodies' time - these are some sources of non-Federal cash. So financial institutions and their foundations. In Michigan, one of the CAP agencies - I didn't ask his permission, so I'm not going to say who it was, went and negotiated with the state housing finance agency and got the interest off the public funds that were escrowed at the state level as the non-Federal match. I thought that was incredibly creative. Tribal governments, United Way organizations, of course you know foundations. Some states like Oregon have tax credits that they can use - they're state tax credits. There are special needs funding that has a self-sufficiency purpose and some of those sources can be used - especially if it is state and local - as non-Federal match. We've already talked about state scholarships. Companies - I'm aware in the country that an agency went to a Home Depot and said, "Don't you want to start a scholarship program? Either for your employees or for the community?" and the answer was, "Yes." And so this person said, well we will match it. If you get something going we'll put a dollar for every dollar and they were able to do education IDAs that Home Depot was a part of. Online donations - there is one state in the union that puts, and has permission to do this, kind of the picture of the person that they are going to be able to support as an online donation. Federal Home Loan Banks, escrow funds. Community Development Block Grant is the only Federal source that can be used as a non-Federal match and for program services. And of course, Native American Funds.

We sent to you, we're not going to go over this, but we sent to you where AFI grantees raise fund and other resources. If you look down that list, that should tickle some ideas of what is going on for you locally or regionally.

Here are some messages that many of the Community Action Agencies use in order to have a talking point and raise an argument for getting support. Financial stability, Fairness -- if the middle class and the wealth get tax benefits, the IDA can really help people get ahead. Investment and leverage - your grant or donation or contribution is matched. Opportunity - we're not going to go into these, we're just going to offer.

You need to think about your project design, as Gretchen mentioned in the beginning, on the management and operations sides and on the coordination of participant services sides. Some of your agencies will do all of this, others of you will have network projects where you will divide up these functions. And we're not going to go through them now - you have the power point.

This is an example of a budget. If a participant gets a one-to-one match. Let's say this participant uses the Earned Income Tax Credit return and his or her own savings and they put in \$480 in the year and it's a one-to-one match - half of it comes from AFI, half of it comes from other - and you can see at the end of four years they would have a bundle of \$3,840 to add to first time homebuyer, other small business development, and it will reduce the loans for an education.

Let's look at a three to one match, and this is an example of a three to one match where a participants puts in \$40, half of the match is AFI, half of it is other. Let's say they're in for four

years, they have \$7,680. So you kind of have to work the math. Where are the costs? Where do you want to zero in? What do you want to focus in? And the other thing that I want to ask our participants to do...well, this is a budget, so let's say you want to apply for an AFI grant and the AFI match on a three to one match coming down to the end here is \$288,000 plus 15% you may ask for \$331,200 in an AFI grant application for a three to one match. This is just a very small example.

But I want to come back to you Sarah, and to you Eva, and to you Teri. Are there any other in-kind, I know that some agencies use Americorps volunteers and VISTA volunteers and other volunteers, and they also use credit counselors to come in to the agency and do some of the credit repair work and are able to cut their costs in that way. This is kind of a last chance for any of you to say, yeah I forgot to mention that in terms of how to fund our projects. Teri, is there anything else that helps to fund your project, in-kind or other kinds of strategic partnerships that pay for costs or do the savers, your participants use the EITC for deposits? anything like that?

Teri: Well, one of the things we implemented this year to kind of help not only offset some of our costs, but we found that we have greater participation if the participants have skin in the game, so we started charging a client fee. The curriculum that we use costs about \$100 per client and we can't copy it our anything - they have a copyright on it, so we have to purchase.

Denise: And if you charge them, do they stay in the classes? Is there more commitment if there is a charge?

Teri: Yes.

Denise: I'm going to keep moving Teri. Sarah, anything for you? Is there anything else as we've ticked off these list that we use to help fund any of your efforts?

Sarah: Well I would definitely say Americorps is certainly a program that can help and we have a nice history of being able to them hiring many of our Americorps workers and most are regular Americorps, but in the last year we had a VISTA and that person worked a lot of ex-offender issues and on building partnerships with employers so that the income piece of the whole financial stability is...there is a pathway that has been built...and that is really helpful, but certainly Americorps is a huge resource.

Denise: Good. Thank you so much, Sarah. And I just want to thank all of our speakers, I want to thank our friends at the National Community Action Partnership. If any of you are interested more, there is a project builder online, there's a toolkit, these are the webinars that Gretchen referred to, this is where you can go for getting some technical support for your applications. Think about all the asset tools. And we just want to thank you. We will absolutely take your questions on the right here, and get answers, and send them out. Cashin, do you have any closing remarks?

Cashin: No, that about covers it. I did want to remind people as Denise just mentioned that we are collecting all of them, so if we did not get to your question, we are collecting those and will try to get those turned around. We've had several people that have put questions in about...yes, this is recorded, and will be available probably tomorrow, and the slides will also be posted. If

you wanted to go back and look at any of these as resources, yes those will be available. We'll send out a follow up email tomorrow letting you know whether that is up or not.

Denise: We sent each of you, thankfully, preparing an AFI application slide show. If your staff just goes through that and answers those questions you're going to be 99% there. Cashin, back to you.

Cashin: Sure and yes, if you were registered prior to today we did send out an email this morning with the slides and a couple of those resources. If you did not see that, you are welcome to email me when we get done with this at cyiu@communityactionpartnership.com or you can reply back when we do that follow up email and we'll make sure that you get those materials as well. My last note here is that there will be an evaluation that will pop up when we close down today's event. So do let us know what you thought about this topic, how did this go, and what would you like to see from us in the future. Closing words from you.

Denise: Thank you so much everybody. Good luck in the impossible work you do in your communities. What you do makes a difference, it's just unbelievable, I know the CAP world well and just enormous respect for your challenges, your opportunities, and the kind of hope that you represent to people. And happy 50th anniversary year. Thank you.

Cashin: Everyone have a good afternoon.