



Funding Opportunity Webinar: Assets for Independence

May 14, 2015

Doug: Webinar on the Assets for Independence program, we're excited to have about an authority on the AFI program here today along with member Goodwill, Goodwill San Antonio to talk about assets for financial independence how it can support your program participants since they work through your programs.

Speaking initially today will be Emily Appel-Newby, Emily is a manager with the AFI assets for independence programs. She is a technical assistants provider at the AFI Resource Center and Emily is going to talk through the program with you today and then Tammy Deininger who's the Director of Career Development at Goodwill San Antonio will talk about how they use AFI in their work and with that I will hand the mic over to Emily, and Emily we'll let you take it away.

Emily: Great, thank so much Doug and Mary. Thank you for in getting everybody here so I can share information and Barry cut it off here from Tammy in San Antonio about her experience, so I hope everyone who's on the call today is—Thank you so much for joining and I am excited to share with you a little bit of information about the assets for independence programs which is a federal funding programs that is operated out of the office of the community service within the administration for children and families with this part of the department of health and human services.

AFI promotes the economic and social wellbeing of families, children and communities through programs such as head start, TANF, CDBG, and of course AFI. AFI was created by congress in 1998, so it's been around for over 10 years as a funding source. The demonstrated and support and assets based approach to increasing the economic self-sufficiency of low income individuals and family.

Assets building which maybe some of you already familiar with supports the acquisition of assets that can increase opportunities and build wealth for low income families. These assets can be tangible such as the home or intangible such as education. So that's kind of the guiding philosophy behind the AFI programs and then specifically AFI funds projects that provide individual development account and related service to low income people.

If you haven't heard about individual development accounts, these are special match savings accounts but the specific goal as helping someone purchase an asset, AFI ideas can be used for one of three goals. First to purchase a home, to capitalize the business or the fund post-secondary education or training and I'm going to talk in a few seconds about what is exactly this individual account, what this looks like because really the bulk of the AFI grant funds has to go to the matching part of these savings account for individuals who is a great, basically it's a form of financial assistance that encourages savings on part of low income individuals for one of these goals and helps them get to their goals faster, accelerate and I think all three of these goals could probably fit with the mission of an individual Goodwill member but I think especially I'm thinking the post-secondary education or training is going to really fit well with a lot of the work that I hear you guys are doing in terms of career pathways. I'm definitely excited to explore that with you.

In terms of what entities are eligible for AFI grants, I think most of you will probably qualify under the first one, as of 501(C)3 that you can see their other types that are eligible as well in funding government agencies and financial institutions.

In terms of the award, you can apply for anywhere between \$10,000 and \$1,000,000 and it's a five year grant period, so that means if you apply for a million dollars you have five years to spend that money and you do have actually to spend the money within five years not just allocated to individuals but actually have the individual purchase to their homes, pay to start their business or pay for tuition or education expenses.

The program is implemented by the grantees, meaning individuals don't have any direct contact with the federal government. It all goes through grantees and organizations can have more than one AFI grant of the time, so if you want to start small with the smaller AFI grant and then build it towards a larger project that is totally allowable to give you an idea about how much funding is available.

In 2014, about \$10,000,000 was awarded as grants and to 44 different organizations. So definitely we have some groups that applied for million dollars and some groups that only applied for like \$25,000 and a lot everywhere in between. So we expect it to be approximately a similar number of grants to share.

Now, I want to show you a little bit about how AFI works both from the participant's perspective and then from the grantee perspective and then I'm going to turn it over to Tammy to talk about her experience. So from the participants perspective, you know we have an example per person Kim, she want to purchase a home, she finds an AFI grantee in her community maybe ay Goodwill San Antonio and they determine that she's eligible and so she opens her IDA at their financial institution partner, their banker for credit union partner.

The AFI grantee is going to match her savings to 2:1 rate and so for three years, Kim works on saving money. She puts in \$55 per month of earned income from her job she is working towards the goal of saving \$2,000 in her IDA. While she's saving the money she's going to receive other forms of wrap around the systems like taxes systems where preparing her taxes and claiming the EITC financial education and home ownership preparation form the AFI grantee and its partners that it's engaged.

So, Kim saved this \$2,000 and she's going to purchase her home using her saving plus the \$4,000 from the AFI grantee and so here's kind of a graphic depiction of how that IDA works. You can see in light blue Kim's savings. In dark blue the \$4,000 matching and all together she has \$6,000 available for her home purchase.

I want to make two points above this screen before I move on for instance you can see that \$4,000 you know, Kim may not know it but behind the scenes the grantee of that \$4,000 that Kim received \$2,000 of that came from the federal AFI fund and \$2,000 of it came from nonfederal forces that the grantee had to raise when they applied for AFI and that's a requirement of all grantees that an equal amount of nonfederal cash is committed to the product and that's kind of put the skin in the game for the AFI grantee's and that's a big barrier but it's for a lot of people who are interested in starting AFI projects as thinking about where they can go and how to make the case but that's also something that we are definitely here to help support you with figuring out how to do this nonfederal cash commitment at the AFI resource center.

Mary: Emily, I just wanted to make a note we're getting a little bit of background noise and if there's someone at the 804 area code, we can hear some noise from your phone, so if you wouldn't mind muting we'd sure appreciate it, sorry for the interruption Emily, please go ahead.

Emily: No, Thanks you so much. The other point I want to make is about this \$6,000 for home purchase depending on where you live. You know I'm in the DC area, \$6,000 is not going to cut it, not going to buy you a home. Not even really going to cover your down payment or clothing cost in my area. But what we know is that AFI grantees are working with other resource of financial assistance for low income people to help them layer the different source of financial assistance that are out there.

If you're working with home buyer you know about city and states, down payment assistance programs. You're going to help them obviously find mortgage that's of the best rate that they can qualify for and so it's not just about the IDA funds, it's about thinking how to layer it into other source of financial assistance. So then in terms of education savers, definitely you want to think about this as complimenting whatever the school offers as the financial aid package.

Before they take out loans as a way to reduce the amount of loans that they have to take out to cover the full cost of their education. In terms of figuring out if Kim was eligible for the IDA, they would look at her household income and they would figure out that she is under, so she is either eligible for the 10F programs in that states or she is in that household meets two test.

On the income side, they have adjusted the gross income of less than 200% of the federal poverty guidelines, those are from the HHS federal poverty guidelines or under the earned income cash product limits and then the second part of that test is looking at their household net worth, does not exceed \$10,000 excluding the value of a primary residents and one car.

So again the grantee would have looked at her eligibility by those qualification requirements before she joined. That's kind of the intro into what the grantee has to do, what you would do as a grantee under AFI if you want to operate and IDA program. I kind of divided this into three sections both in terms of project start and then engaging and supporting your savers and then kind of what you're doing behind the scene.

On the startup side, after you get the grant to work you would activate the partnership with your financial institution and other partners, so you would probably would have by activate I mean you probably would have negotiated the MOU with them when you are putting together the application. So when you get the award you go back and say guess what? Let's go we're on, let's start the project, open up the account and you establish a project reserve fund, you would deposit the nonfederal cash contribution that you had raised and then you would draw down the federal AFI project.

AT the same time, you would be developing programs policies and procedures and training your staff and you'd be developing program outreach and marketing materials that you had already and you'd also be setting up the date of management systems and other systems for record keeping with financial and for grant management and then you'd be ready to engage and start supporting your savers. So you do things like performing outreach and recruitment in either all though your organization or maybe your partners who could be referral partners.

Then again, of course you're going to determine the eligibility of applicants and their ability to participate. You're going to establish saving plan for each of those participants. So it's kind of a contract and so most AFI grantees they have the standard savings plan agreement and it says, it laid out the specifics of the IDA's like you agree and make AFI deposit into your AFI IDA, either once a month or once a quarter or however you want it to be, hover it set up under your programs and you know that you're going to receive match rate of this much and you're going to set a savings account and there's a lot more information about what this having plan agreement can look like on our website and some examples from current grantees about what their agreement looks like.

And then you're going to support participants as they progress through the savings as they progress in their saving because it takes a long time and obviously these are low income populations and so we're not expecting them to have a full thousand dollars to just cooperate in but save a little bit from their earned income on probably it will take a few months.

There needs to be at least six months between when the IDA is opened to when the match withdrawal is made, so they're going to be saving for at least six months but it could be longer and it look forward or hear about how Tammy's program is part of that.

So then what you're going to support the saver as they work on their savings and work towards their assets purchase is you're going to do things like periodically match their savings at least once every three months, you would reconcile how much match of the matching fund they have earned with the amount that they save.

If you're going to offer business capitalization as assets you would set up a system for participants, for business plan, review and approval. You would perform other activities to assist participants in obtaining skills and information necessary to achieve economic self-sufficiencies. So these are things like assets specific training like home ownership education and also financial education or financial coaching, so if you're already doing activities like that, great it's something you can build off of.

Offering other activities and strategies for retaining participant by keeping them involve in the program. Finally from the client point of view you would approve and process qualifies expenses and emergency withdrawals. Hopefully emergency withdrawal won't happen but there are specific guidelines under which a participants are allowed to take emergency withdrawals but you know the happier side is when you have the qualified expense when they're ready to purchase our assets.

So then behind the scenes with the participants are not seeing, you're doing all the normal stuff with the grants management you're submitting the requires reports which are two times a year, you're conducting periodic internal reviews of a project health and then at the end of the grants period you perform a project close out.

All right, so if nobody has any questions at this point, you know I'm doing a lot of information at you right now about what it looked but I'm trying to give you an idea in general about what it looks like to operate an AFI project and how it can benefit your part of your client but now I want to share with you a specific example of a grantee project that is operated in San Antonio by a good will member and so I'm going to—and they have multiple AFI grants, so clearly they figured out some secret sauce to making it work and hopefully Tammy is going to be able to share the ingredient of that secret sauce with you.

Mary: Emily before we move on to Tammy, I see that Deborah Hall is typing, let's pause for just a moment and Deborah is asking the question are you saying that person needs to put money into the account besides the savings? Deborah if you want to unmute, I'm not sure exactly what you're asking there. [Silence][16:13] Okay, let's get to her a moment and did anyone else have a question? We have a relatively small group here, so feel free to raise your hand and unmute your line if you have a question for Emily.

Emily: Yes definitely we have a plenty of time for questions and I love people to—it can feel like a complicate project and product at first, so I'm happy to help.

Mary: Good, Deborah is saying that, she did not understand the \$4,000.

Emily: Okay, I'm going to go back to this slide about how AFI works and so you see that the \$6,000 that Kim is going to be able to use to purchase her home with, it's come from three different sources. So there's the light blue box and that's her IDA's savings, where she is saving \$55 a month.

So that's what I think I was referring to as her the skin in the game that's e's putting in until that's her saving and her IDA account and then separate form that in what's called the project reserve account, there is the matching signs that she is going to become eligible for and that's \$4,000. Half of that \$4,000 is from the federal assets for independence program, that's the federal grant that you would apply for and half of it is from nonfederal sources that the AFI, that as an applicant you went out and got commitments from, funders that they said yes if you were funded for an AFI project. You know if you asked for \$500,000 we're going to give you \$500,000 to put towards you projects.

So you can see that there's kind of—so it 1:1 cash match, so for each individual when you are out their matching it comes equally from federal and nonfederal forces.

Mary: Okay, that helped Deborah understands now.

Emily: Okay good. Definitely a lot of we use the word match in many different ways.

Mary: It helps and I'm sure we'll become clear after Tammy tells us about her special sauce for making AFI to work in San Antonio, so we'll turn it over to you Tammy.

Tammy: All right, good afternoon everyone or how we should say “hey you'll” from Texas, thank you Doug, Mary and Emily for allowing us and AFI to be part of this call because I think it's very valuable for other Goodwill to understand the value that this adds not only to those that they may be serving but also just the impact to the community overall as to relationships, reaching to new populations that might not have otherwise sought you out or you're services.

So we're excited to be part of this call very much. Obviously to begin just a little back ground about Goodwill of San Antonio were chartered locally in 1945. We're proud to celebrate 70 years of providing service to San Antonio and the surrounding communities. We do have a region which includes the communities of San Antonio, new [inaudible] and Laredo.

In this summer were going to be expanding in opening a retail store in Kerrville and everything we do we make sure that we vented it through our mission to ensure it continue to align ourselves. So to help changed lives to the power of work as our mission, Goodwill provide career training and placing assistance for employment.

What we've come to find out and I'm certain it's the same with many of you is helping change lives does not stop there but it begins there. There are so many other support services that are needed that either A. are no available within that individual local community or B. they don't know where to start through the act. So having a service offering such as an individual development account kind of put this into a position to where that's part of our “hi thank you for choosing Goodwill, we're able to promote eth information within our website etcetera.”

About Goodwill San Antonio today, right now fifty plus million in revenue. We have served over 51,000 individual through our career centers or our academy. Currently we have 18 stores with 25 donations stations. Last year we had over 725,000 donor transactions. 2.2 million shopper transactions and in addition we have a very large contract service and manage 17 contracts with the federal government as I reference wed do have 12 good career centers at which three are good career academies or we have received accreditation as a career school to kept us work force commission to provide post-secondary

certificate based certification within target population and demand occupation And service and programs to help better of their families transition to civilian life.

As it relates to IDA, just the way the IDA grants the RP when it comes out it ask you to speak to some of your goals but then some additional outcomes on how you expect to het to those goals. The need thing I think personally with this IDA, we receive our very first one in 2002 is that although there are requirements specific to eligibility, it also allows the agency themselves as Emily spoke to, to identify if you want to start small, you want to start big.

How many people odor you want to assist, what you want your match rate to be. We have worked with a known other agencies to match rate is 2:1. We have known 3:1, 4:1, 5:1 and for us Goodwill our first IDA grant because we are currently on our fourth one. We wanted a 4:1 and we came to that decision based upon lots of things because our very first IDA grants we targeted home ownership.

So based upon the housing market in San Antonio as it relates to a portable housing down payment we've decided a 4:1 match would be appropriate for us. Again our overall goal for the individual is that they save this and dollars but that's the match that we will match to within six months but it has to be making it a minimum \$42 consecutive deposits.

To this point during tax season, we obviously promote because we do have several by this like location but we do promote then to meet at least take advantage

Of the fact that they have received some money that they can begin to save for and one of the biggest and often questions asked about this, "oh my goodness I have thousand dollars right now, can I put it in a bank and become match?" We're like "no we need you to have six month of consecutive deposit, you're more than welcome to put a thousand dollar in there and at the end of the six months period if you save an additional amount of dollars, those dollars will be for you but we will only match up to the thousand.

We also have built in a financial literacy training component and we use the money smart curriculum that is eleven module curriculum that ranges anything from how to budget to the value of credit scores. For the homeownership, IDA we do require them to attend an eight hour first time home ownership class. We do partner with several agencies in the community for that.

That eight hour training class is free for those partners that we selected. There are others who charge a minimal amount of about \$25 but we built in to that component to where in addition to that eight hours, they have their credit score for the very first time and when we get to the end of my presentation of lessons learned, the role of having that entity pull that credit score in the beginning prior to someone eligible, it's key because in the event they have credit hiccups, what is the reality of them being able to either repair or increase their credit score to be eligible for home ownership loan.

So that is for that or when we apply for the second IDA grant, we expand it to include education as well. So then they would have to attend some online education training that we put together regarding post-secondary education. As I reference each of the four grants have been different as it relates to goals and outcomes, so an example we may target 250 people to attend our orientation and then out of that 250 attend to have 85 individual attend financial literacy class and that 85 begins the 65 to actually open an account and at the end of the day, counting drop off. You know we would be able to assist anywhere, between 43 to 53 individual with their actual assets assumption whether to be education first time home.

So, each of those grants have been different because back to my point in the beginning you as an agency could identify your match amount. Our first grant was 4:1 at a hundred percent for home ownership. Our second grant we had a 4:1 for home and a 3:1 for post-secondary again because we were researching what the market value and what that match would look like and the last two grants to include our current work for 4:1 match at a hundred percent to that for either education or home ownership.

As it relates to behavior in our experience, we've seen the biggest change of behavior from those with just an overall feeling of hope. Our demographic in San Antonio has been traditionally to where the priority is not necessarily becoming a first time home ownership are both first time home ownership I say. I'm perhaps going back to school because in your mind your thinking "oh gosh that will never going to be me. My credit is too bad, I don't know where to start. I've out of school or 10 years. What if I need some remediation, you know I got to have money."

So that is kind of I think the most rewarding which is why I think our leadership had continues to allow us to apply for individual development account because we are making that impact in that person's life directly and again what do they accomplish, either completing their post-secondary education, whether it was a certificate based program within a demand occupation, not with our program. We did not allow individual to utilize their IDA grant within our careers goal but if they choose that. They choose the community college or four year. That is basically what we have seen their success to be.

Why did we go after individual account? Well in 2004 and for us again, when we applied for 2002, the dollar it was just an opportunity without let's go for it but for us being part of the Goodwill family in 2004, Goodwill industry international begun to really highlight and promote Goodwill to enhance or expand upon experts from a financial strengthening and that was just the better help empower that individual.

So we love or continue to work with them. They're getting everything they need to keep them and help them sustain success. So that was the why. We eternally good will, I mean we firmly support financial strengthening not just for those that we serve or the general public but even for our own eternal team members. We had been working with the city of San Antonio and then later Laredo again as a site, so this would continue to be aligned with the mission that we wanted to continue to highlight promote.

Again, we did identify the money smart curriculum. We were already working with that just for their expanded. As we were applying as to Emily's point you have to identify a banking partner, a credit union that would be willing to follow along some of the guidelines for opening those accounts or having individuals open accounts and so in our situation we identify the partner work with them as to "okay which if your locations and which staff members are going to be identifiers to help because it has to be a savings account good will of San Antonio has to be listed as a guardian etcetera." Just to kind of continue to monitor activity.

Several years after our first grants we actually created the opportunity for another financial institution to co locate within two of our retail facility. And again, we just did not want to provide siloes effort at helping to strengthening someone's financial savviness but also mere of that we are expanding the opportunity and time for our team member to include the general community like here is something easy, the trifurcation, the barrier or perhaps your work hours, do not align, well here's another offering.

In regards to the demographic of our savers for us here in San Antonio, mainly consist of single parent family. So either resided in income contingent housing or lived with multi generations of family members. So they may be moving in a home and sharing it with grandparent, parents, siblings, etcetera. So that was our main, the bulk of the demographic that we have for the home ownership and then for

those interested returning to school, most had a significant amount of time in between when they graduated at their high school or maintain their GED, so it was the more kind of common denominator.

Rather than getting so deep into the numbers, I just want to provide some very high level members of in grant once again each grant five years, so we had a total of 34 individual withdrawals out of that because home ownership are matches 4:1 and again, we helped leverage some of that funding to Emily pint with identifying community opportunities such as community redevelopment or if there was zip code or some type of focus side account. We wanted to learn more from the housing authority about, you have additional programs that would help supplement what the other brands in the table.

In or second IDA, we had 25 individual transaction but some by this time could began to have been multiple because for home it's a 4:1 but for education it's a 3:1 and for those attending community college as an example, they would make a request withdrawals on a semester basis. So one individual could only have perhaps one withdrawal or they can have several withdrawals.

Again and then we began to identify scholarships and grants as additional leverage fund and then for our third as you can see the numbers, 62 individuals transaction in the same situation and then finally our current we're at 15 current transaction and gain it's home and education and then we are leveraging what we can do with whomever or wherever we'll help the poor what we're doing and in how we do it.

So again it's 4:1 with the thousand dollars savings goals within the six months. We put an average 42 months link if someone is immediately overwhelmed with "oh my goodness well I'm under employed, what do I do?" so this is something that with realistic enough and then again they'd didn't say up unto there thousand dollars.

Now, as it relates to the time and commitment from any program staffs that are associated to IDA. It really varies; it varies on the amount of active participants you have within anyone of those outcomes you've identified. Whether it is orientation, the scheduling and such, Whether it's scheduling one on one financial literacy training to workshop that looking at the number of monthly deposits statements, its updating and your leadership on current status and activity and maybe dealing with individuals who have phone calls or just kind of peeking about the programs or they may have every specific questions to the point of you find yourself in a situation where providing those wrap around support services to where a person wants to go to school but what?

So we'll reach into our tool bag or like "hey well let's try this interest aptitude investment or have you considered this particular occupation and the pathways it could lead to." So you're tam we need to be pretty well versed as to those resources. Again, the hours just depends upon the amount of time, there are required form to filled out when you do have someone ready to draw down up on their savings. There are some required forms and then we as an agency put together additional forms as it align with our profits systems procedures for accounting, for case management purpose, file and record maintenance And then the data system that we use for our purpose that we have a client management systems but it would not e babel to capture or track the amount of the information that we want.

We literally develop a monster spreadsheet that captures the monthly deposits, the dates that they have the withdrawals which programs, contact information because if we do not see any activity whether it's a deposit, we have requirement that if they do not deposit a month or two they're going to place on probation meaning we're going to monitor their account. They could continue to start up their deposit again but if they go to three month as an example of no activity, we withdraw them from the program.

We also give them six months to either spend through their education IDA dollars and or purchase their home, that's an internal rule we put in place only to and the least point to manage to ensure that people are not saving or assuming they have the entire five years to purchase. We kind of have processes and place towards given everyone reasonable amount of time.

Obviously accounting, they have their own systems that they utilize and track and captures. So that is how we kind of keep each other and check because as a lesson learned, we were reliance solely on the participant's monthly bank deposits. I've notice that we were receiving only to compare it against to what we hadn't knew for multiple purposes and there had been a huge but that was not—they did not match. So that has been something that we've learned.

Back to partners, it is reality to have some really good solid partners to partner with who have the capacity and willingness to participate and leverage resources, so whether that is the city of San Antonio helping us provide training, whether that's out bank partner, assisting as with monitoring the accounts, makes sure that no one is able to go to the bank and making unnecessary unapproved withdrawals because in the event they do have an emergency as long as they communicate with the and we approve it, we then give them a letter that they take back to the bank which then let the bank know it's okay, they're going to withdraw only what they have to say. There's nothing that comes out of our \$4,000. For them it's all with what they have in there. again partner with generation's credit union who collocated in our facility and I'm working with united way as they have establish financial empowerment centers to where they have certified financial counselors, who cannot only full those credit reports but peek and cancel to that credit report and assist that individual identifying reasonable goals on how they could either increase their credit score or improve their credit overall.

We're very fortunate that we provide the match dollars at hundred percent, so whatever we ask from AC for the particular grant, we match it currently right now to hundred percent. So are their other programs who do not do that and instead partner with another bank as an example or other entity to provide some of that? Yes. But for us we have just been in a position fortunately to be able o provide that funding at a hundred percent. Again, how do you layer your support, public resource, nonpublic so with our partners above as well as our ability to sell fund. We're in a pretty good spot to be honest.

What have been the greatest benefits to our agency? Well obviously to offer resources that will allow us or work with a new population. Again, if the person is not aware of it, rather than leaving it up to them to do their own research and come to us that is part of our hello welcome to Goodwill deal that we want to promote. It also identifies and help this work with new community partners that helps leverage resources such as financial literacy training and workshop and that is okay because you may have an individual who is very interested but perhaps although you could speak to a component of it or provide resources, identifying those partners who are the subject matter experts and could really assist that. That is the benefit.

The biggest challenge is how do you overcome them? Again based on our experience helping change personal behaviors as they relate to financial literacy and assets assumptions. We do that to wrap around case management services and community resources and what I mean by that is that a lot of individuals may assume, id that is a person goal is on their own home and they're so miserable living in a multi-generational households when in fact they may be fine with that.

So. We talked to and promote the opportunity on how important is credit to you know and what and perhaps it's not home ownership maybe it's education, have you thought about that? Perhaps individuals, we found that they don't trust financial institutions for one reason or another and either it was a personal recent experience or it's been a generational they thought or process who just keep your

money with you, in your freezer, in a jar under your bed wherever that place may be, and again it says nothing to do with their lack of ability to not want it but they don't sometimes necessarily see the value of having a good credit score because perhaps, they plan on staying there whether perhaps they're comfortable with their education level. They're just focusing on a job, so then we kind of switch in roles and talk about pathways and career opportunities.

So that is basically what I'm talking about. When I'm talking about changing the person's behavior and then again, how can an organization know that good position to run and IDA programs, what screening question would you have them ask? Well for us, really making sure that we have enough good community resources that could help leverage the services and they have the capacity, and they're long standing entities, they weren't solely operating on grants and sales to stay alive. Instead we wanted to make it a very meaningful partnership.

We also wanted to make sure if we wanted to pursue education, you know how many options locally are their purpose secondary education and affordable housing because if you live in a community that a 4:1, 5:1 match won't even help with any of the offering that an IDA can assist with. Perhaps that's not the best decision to make to pursue that type of grants and then finally our community needs assessment and we do a lot of surveys. Any visitors visiting our centers has offered a common cards. We also have common cards for when they make donations, we also have third parties make calls and then we've actually have formalized community needs assessments by within all the areas that we had physical present and to determine what is that because it may not be the same in all communities that we physically are within. Maybe it's something different, so that again was really key for us.

As it relates to lessons learned and again I just like is aid, I'm very passionate about the IDA grant. It is something that you have to become very familiar with but as soon as your agency identifies the need in your community ensures that there's capacity to leverage community resources. There's options for the individual to have across the board. You know you're going to just stumble this opportunity, you the identify and develop process and procedures and just follow it and it's just some second nature that's been our experience on that.

Mary: Tammy that was phenomenal, thank you so much for that information. This is Mary we've had a few questions come in that if you don't mind taking. Who sets the amount that is put into the savings? Does a participant set the amount or is that negotiated for staff at your good will?

Tammy: No we identify what that amount was going to be our leadership team did.

Mary: Okay, so for each participant there's a set amount that they need to contribute on a monthly or weekly basis?

Tammy: Yes mam.

Mary: Okay, and what happens [crosstalk] [43:40]

Emily: Mary, this Emily. I'll just say that the AFI program states that the match rate has to be between a 1:1 match, that the participant receives 1:1 and 8:1 and so their match rate at 4:1 fits in there perfectly and then you want to set a saving school for—you probably going to set one saving goals for everybody in your project or at least per assets purchase, so you know of \$1,000 goals for home buyer and \$500 for education just to make it easier for yourself to manage a large number of accounts.

So yes the grantees are going to set that at the beginning of their project but of course each individual you can negotiate that with that with each individual, what's realistic for them.

Mary: thanks Emily for that clarification. Kristy is asking what happens if a participant does not qualify by the end of the project period, in other words what happens if someone climbs or hang or in bracket well she or he still be able to receive the full savings or match at the end of program?

Tammy: Well that's in Goodwill, we went with the 200 percent federal poverty level as the eligibility standards, Household and total household income.

Mary: So at the time of enrollment?

Tammy: I can answer that from the AFI requirements point of view. You only need to look at their eligibility for the programs at the start when they enroll in the program. You do not need to re-verify eligibility throughout their participation. You just check at the beginning.

Mary: Great, that's wonderful and Tammy when was your first AFI grant?

Tammy: Our very first that we were awarded within 2002.

Mary: Okay, so over the course...

Tammy: I'm sorry 2004.

Mary: Okay, so over the course of the last 11 years if I'm adding correctly, if you had a 136 participants cash in their savings and purchase assets from the various programs, is that correct?

Tammy: It's a little else than that because since we merit in at the education component as well, not all have considered or currently considered complete. So we still have individual who still have money allocated for them on their behalf because they have not yet maxed out on the match.

Mary: Okay, and so that would equate if it were a 136 to a \$136,000 that your participants have saved and that would equate to a total of \$608,000 that they would be benefiting with and if my math is correct about \$408,000 over the course of the last 11 years that your Goodwill has committed to your participants. Does that sound about right even though not all have cashed out yet?

Tammy: It's about right but I will tell you like year one we had a 140,000. Year two 98,200, year three 170,000 an currently we are a little over 80,000. So again the numbers of each year kind of vary based upon that person but we try to do is we do not like to enroll anyone after our third year of having the grant only because you're considering that six month savings requirement then we give them the six month to use it but then at the same time if they're enrolling late and they're not eligible to start drawing down until six months later, they're falling within year four, so they may not get the full value of the match that they're eligible for.

Mary: Okay, but that's a significant commitment on the part of your Goodwill over the course of the last 11 years that can you speak to the benefits or why it's been important to your Goodwill to make that kind of investment in your participants?

Tammy: Well, for us like I said, I think it was kind of our prior previous CEO Mr. Bob Degus, he was very passionate as it related to how can we further help those who are walking in our doors or include our own team members and at that same time we were having those types of discussions. Like I said, Goodwill industry international begins to kind of send out a lot of emails relating to the same type of interest and there was several webinars during that first initial year that we sent out that "hey what do you think, what is the value to your agency by doing this? Well as you all know, the member of our team is just to help them be able to comfortably understand where there added that relates to credits score that they want to become home ownerships or the value of opening a check and saving accounts.

The value of direct deposits, the value of establishing and maintaining a budget, so that they're not impacted by those types of barriers which either they would then choose just to leave us or have to work two and three jobs and the same thought process is also for the general public in those we serve.

How can we- you know one thing to obtain a job a majority individual that are coming to us needing job yesterday obviously majority of which are not going to be entering jobs that have higher wages, so how can we help remove and alleviate some of the stress that may impact them from continuing to decline that career pathway or to remain committed to obtaining their post-secondary education goals. It makes sense to us and for us because that's truly looking at the person and or their household as a whole.

Mary: Okay that makes a lot of sense to me Tammy. You mentioned your team members, how many of your team member would you say have been able to acquire assets as a result of the IDA?

Tammy: For us at Goodwill within all four grants, I want to say we're four individuals and one being home ownership and the last being education because again in addition to talking about a financial strengthening we also focus and speak a lot about pathways and what do you want to do you know two years from now and five years, so we're constantly promoting education, we're constantly promoting things about nature but fortunately for our team members of our team, they continue to receive a lot of wrap around support services but their need they not be home ownership or needing to go back to school, that's not their goal, so we just have it as an offering if they are eligible.

Mary: Okay, that's great to know so if it's a small percentage but your team members have benefited it.

Tammy: Yes.

Mary: Emily, I'm going to ask you this question from Kirsty, do you have any sense of how many Goodwill's have received AFI grants, I know San Antonio has the most robust and I know that a number of our members participate on other AFI grants in their community but do you know of any other that are receiving direct AFI?

Emily: Let's see, I'm trying to remember if I pulled that number in preparation for this call and I honestly don't remember if I did but I feel like what I remember is that there were a handful of direct grantee's, it's not many but then there were many more that were partners with grantees that we're at other organizations.

Mary: Okay, great I'm sorry to put you on the spot like that. I wanted to- as respond to Kristy's question there, are there any other questions for Tammy about how San Antonio has done their assets for independence program? [Silence][52:45] Okay, I'm not hearing any at this point but feel free at any time to put in additional questions we'll stop one more time before the end of the webinar.

So with that, again thank you Tammy for you great presentation that was very helpful and I'll turn it back over to Emily.

Emily: Yes, I just want to go over a little bit information about how to apply for AFI and the next steps that you might take in getting an application in if the conflict something that would work for you. Mary can I ask you to make me a [inaudible][53:30] I seem to.

Mary: I got that, I lost my connection.

Emily: There's a participant right now.

Mary: Okay, I'll probably back up for you, sorry about that.

Emily: All right, so I guess we're going to talk about the AFI, applying for AFI. So I just want to go very quickly that the key requirement of if you choose to become grantee. I've talked about a lot of this, so I'll tell them briefly. The order required the 100% cash match from nonfederal forces, their use for three fifths if that qualifies expenses on the participant part.

There are activities relating to matching participants savings for administering the projects, so setting a savings period, match cap and partnering with financial institutions and then what I haven't talked about as much as this limitation on use of fund. So basically what that means is that 85% of project funds has to be used to match participant's savings. So they have to be going to the participant and 15% is how much can be used for operating and stuff and data collection and those kinds of things.

So that is part of that we need to figure out how to fit the budget together. So some question I would have you ask yourself if you think that AFI product might be a good for your organization on the organizational level you have experienced administering AFI projects or other similar projects that are around financial education, financial empowerment or projects that are focused on getting people into a home, a first home higher education or capitalizing a business.

If so, that is a great place to build or to take it to the next level and we heard from Tammy that that is the focus for Goodwill across the country. So probably that is something you're already doing.

If you want to think about capacity to implement a programs and not just within your own organization but also the partners that you have in your community, you know Tammy does a great job talking about the partners that played an important role in her project.

The resources you have available for the projects, so definitely the nonfederal cash commitment but then on top of that the staff that you have available for the project. you know that 15% of your grant is probably not going to be enough to hire another full time employee but the way that tammy talked about—you know I think she really talked about all the other sources of funding that they have coming in to do this similar work on getting people financially empowered into a home and into education that kind of shows you how it's not just about the funding that comes directly from AFI, that's going to go to supporting this projects it's about blending it all together. That's what we mean when we talked about resource available for the project.

They also have agreed accounting and financial records systems. You know she mentioned that they're just used ETL but that doesn't really track, I think she mentioned ETL, maybe that's somebody else I talked to. But that doesn't really track deposits and withdrawals so they used to that on excels spreadsheet and that's totally legitimate.

There are off the shelf software that you can purchase specifically for this purpose but excel is probably a cheaper solution but they'll serve us off. Then you want to at the same time is you're thinking about the fit for your organization, you want to think about the fit for your service areas, to your community and your target population.

If you want to think about among the people you serve and hope to serve. How many of them are going to be eligible for the AFI projects but they also how many of them are going to be ready to be ready for saving an IDA and making an asset purchase. Tammy touched on this a little bit but we know from experience of the last five years that we don't want to just encourage people towards homeownership if it's not something that they're ready for.

It's all about thinking about the allowable uses and are the individual you want to work with are they in the right place to work on saving for those asset purchases but I think something like higher education is probably going to be a better fit from work, for a wider variety of people but home ownership for some people that's really what it's all about, that's their goal. So this is a great tool to help them with that goal.

Then another thing that the funding opportunity announcement asks you to look at is the viability of the project with regards to asset purchases. That means things like if you're going to work on home ownership is there enough affordable housing stock, Are there colleges and universities that people can afford to go to, so that kind of stuff.

So here is where you can access the full funding opportunity announcement that either on this links to the HHF that grants society or if you go to the link on the bottom is IDA resources. The resource, the AFI resource center website and there' the apply section that you can link to the funding opportunity Announcement there and that's essentially a FOA, funding opportunity announcement it's essentially a request for proposals but its slightly different because what the federal government uses.

The next application due date that's in there is listed as June 15th and that is almost right around the corner. So it actually also list additional application due dates coming up in October 2015 and then April and October 2016 and October 2017 and they just go out three years at a time and then they kind of regroup and release a new funding opportunity announcement.

So I would encourage you to start thinking about planning a project for any of those dates based on how much time you need to pull together the resources and partners and put together the application. There are a lot of resources that we have available to you if you are thinking outing together an application. Specifically from the AFI resource center and you can share this information with your agency leadership and partners and staff.

So really the next step would be to contact the AFI resource center for your contact information a second for a copy of the AFI application kit which includes the funding opportunity announcement and also to join the mailing list.

So this is just you way of getting in contact with us say "hey I'm planning on applying the mailing list" you know we send out a blast maybe once every two weeks just about any new resources that we have posted to our website, so things like these reordered webinars that we do, the one that we posted just this week is called an introduction to the 2015 FOA and it goes step by step through the funding opportunity announcement and then we'll advertise things like when we're going to do live webinars, we're doing in May 27th about developing resources and partners so that's specially looking at where you can find the nonfederal cash contribution and partners who can support the delivery of your projects and we're going to put together something soon about the mechanics of preparing and submitting an AFI application.

So those are all the reason why if you are thinking about this about applying any level just go ahead and get on this mailing list even if you are not planning on submitting something until 2016, like I said it's not a high volume listed if I would say. So it's good to just be notified update in my opinion.

So here's how you can reach us, you can reach us by the help desk number at the bottom, by phone at 18667786037 or by info email at infor@IDAresources.org and you can definitely visit our website that I've been referring to throughout the presentation about the AFI resource center is that IDAresources.acf.hhf.gov and that includes a lot of information for potential applicant under the section of apply for AFI grants.

There's also a grantee locator at the link here and that's where you can see whether there are current existing AFI projects and if there is already an existing AFI projects in your area, you might want to talk to them about partnering but if there isn't then you might want to think about starting your own projects and then I also want to point out through that even if there is one in your geographic area already that does not mean that you cannot submit an application for new project. We have multiple projects running in the same geographic area because each one is going to target a slightly different network of participant and offer slightly different goals. So we especially see them in bigger cities or overall or suburban area.

So that is all the information that I wanted to convey to you, I'm happy to take more questions and I love the question that we've received so far. So I'm interested to hear what you want to know more about.

Mary: Emily this is Mary, I just wanted to emphasize this is a grant program that has the most robust support and resources I've ever seen with a federal grant initiative and including access to people like you who has expertise and not only for running programs but in helping grantees prepare and put together the partnerships that are necessary to have a successful programs.

I'm going to emphasize that and thank you to both your department and your agency and organization as well as to the department of health and human services for contracting with you. The other things is in terms of you mentioned leveraging funds for most of you on the line your Goodwill is already providing some kind of financial education or has a partnership with an educational institution or community college.

There's a lot of resources that you're already providing which would make sense and it's ways that you can leverage funds to access at AFI. And also several Goodwill or several AFI grantees have relationship with funders in their community that help also to provide match or that invest in with local foundations or local government entities that invest in the AFI programs.

Can you talk a little bit some of those kinds of partnerships Emily with other investors?

Emily: Sure, so the most common source of nonfederal funding is definitely going to be the financial institution partners and they're related foundations because if you think about it there's both a philanthropic case for investing an IDA's, for financial institutions plus a business case. This are the financial institutions probably that are holding the IDA's of the project reserves account or that come in and like teach like financial education class or talk about mortgages to your participants.

On the philanthropic side obviously they get to their press release and say that they're supporting a great projects that helps people go to school and buy homes and start business but then on the business case side, they're getting their name out there to on bank and under bank population as a trusted community partner of Goodwill, so they're definitely leveraging, you know they're hoping to leverage your brand and your kind of endorsing them on some level by partnering with them as a safe place to bank.

You probably won't endorse them directly for loans but if I was looking for an education loan and I've been banking with community bank through my IDA, that might be a first place that I might look for an reduction loan. So that's another way that they can leverage the IDA participation and support into new business and then the third way is the larger banks have you be complaint with the community re investment act and so their financial support as well as their any kind of support of you in that way helps with, can help with their passing those regulations and requirements.

Mary: Thank Emily, I think it's rare that an organization invest their own revenues like the Goodwill of San Antonio does, so that's what I make sure that our participants understood their other options too and in even larger matches that are allowed.

Emily: Actually can I ask the question of Tammy about that, you know you said that your funders were the Goodwill but then you talked about leveraging redevelopment funds and the ownership fund. So does that mean that you had funds that were already granted to Goodwill of San Antonio from city sources and from education access resource that you were learning for your AFI grant nonfederal cash commitment?

Tammy: No actually what I just wanted the individual to do is take advantage of any and other programs would help provide them with a more for down payment assistance or perhaps like the San Antonio housing authority as an example for those who are currently living within income contingents resident, you know apartments homes for the. They may have programs where they also co-enroll in their programs in addition to our match dollars and they're going to qualify for no down payment allocation and then a cheaper interest rate allowing the five thousand to go toward the principals of the mortgage.

Emily: Okay, I see what you're saying. I thought you were simply doing what I hear a lot of AFI IDA programs do in terms of partnering with like I said, cities or counties that are already doing home buyer down payment assistance and talking about "hey you give people \$2,000 each person that qualify to buy their house. What if you work with us and partner and we'd leverage AFI funding with that \$2,000 of assistance you already give to make it \$4,000 for the individual.

So the grantee getting a close having a third part agreement with the assistance provider to be that source from nonfederal cash assistance which it doesn't sound like Goodwill's San Antonio. I did take it to that level. It sounds like there's been luckily enough resources to go around but that's definitely an approach to other grantees used on the education side what they'll do is partner with specific colleges and universities or maybe college access programs that provides scholarships to say "hey again you're only able to provide a thousand dollars of assistance per person what if you partner on us with an AFI project projects and we double that and made it \$2,000 of assistance per person plus we get the individual to save a little bit too and that means they have even more funds available. So thank you for bringing up those examples of rare further examples of where grantee applicants can leverage additional nonfederal cash commitment.

Tammy: Exactly and there's so many options to your point, I mean we could have set it up one of any way but again because fortunately we're in the position to say this kind of keep this process internal but identify those pockets of additional opportunity that would further help, so we're going to commit to helping display but you know as an example about six years ago there was very deliberate effort to build two or three new neighborhood with 40 plus homes and a particular zip code.

We found out about that program, learned about it and connected those at the time to that to where the home they were purchasing were great homes, three bedrooms, two baths, brand new homes very affordable but if they were to purchase those homes and have like the down payment assistance such as this they then would receive like \$15,000 incentives that would come off the price of the homes.

We do look for those pockets of opportunity and that's not just say that moving forward, as we continue to consider reapply for more IDA grants that might be kind of new business model for us but no you are right there's a lot of opportunity you just have to be able to go out there and find out who they are.

Mary: Thank you both for those examples of both cash and non-cash match investments and AFI programs. Emily I have a quick question about education, is saving for specific credentials and high growth industries an acceptable educational investment or does it have to be a college or university?

Emily: Yes, I'd love the way that the AFI programs has put together with such flexibility. The official assets purchase has officially post-secondary education and training, so it definitely opens it up to vocational training and you do not have to be enrolled and formal two year, four year degree programs, it can be anything to remedial or vocational school but what I would point out through is that in terms of where the pay outs of your IDA savings and match can be made to.

It has to be made to an eligible educational institution which is either under the department of education and their pull of accredited institutions or a vocational school under the Perkin's acts, so when you're looking at vocation and certifications its really the real thing that you want to explore is who is the tuition being paid to, to get this certificate and make sure that they are either run the department of education accreditation data base, so physically if they can receive any other kind of federal assistance or are they under the Perkin's act eligibility and I conjunctly work with any Goodwill's want to explore that option.

It sounds like Tammy does not do this in San Antonio but I'm wondering if the Goodwill, if the training and certification that are provided through the Goodwill, if they are eligible either under the department of education accreditation or under Perkin's. I wonder if the Goodwill itself could be the educational institution and there for the idea matching finds could be used to pay for the tuition for the Goodwill's own program.

That would be quite interesting, we do have colleges and universities that have applied for AFI and so they are the ones putting up a nonfederal match and in the end the check is written to them because its for their students at their university and that's not a problem, that's probably will be in allowable uses.

Mary: Okay that's great to know, I know that several of our Goodwill has establishes colleges or excel center that are accredited, so it's very possible that some of them would be eligible for AFI funding or as an investment.

Okay great, are there any other questions for either Emily or Tammy as we get ready to close out here. If you to raise your hand and I'm not seeing any question. I would ask and before you log out today, if you would complete a brief survey. Okay Lin has a question and Lyn if you want to unmute you can but if you call them or listening over your computer.

Lyn: Hi, I was just wondering are we going to be notified of the two additional webinars that you've reference the resource systems partners and the mechanics of submitting the application?

Mary: Emily, were talking about the webinars that you talked about, if you download the sites from today's webinar. Emily, are the AFI site for Goodwill and Tammy slides are the San Antonio AFI doc. In those slide you'll see the references and you'll see where you can sign up for the list for AFI and you will get notices and I know I have somewhere in my files just to announce a new webinar that was recorded that I can send in a follow up email on today's session.

Emily: yes we could include that information with the follow up email.

Mary: Yes, we sure can. Good question though Lyn. Thank you.

Lyn: Thank you so much.

Mary: Anyone else, just raise your hand or type in. I'm not seeing other question, so I want to once again thank both Emily and Tammy for your wonderful presentation today. I am a firm believer in this program, I think we're mission is to put people to work and to help them advance in their careers and certainly the acquisition of the assets is a way to provide that family stability and financial support that family need to be successful in the long run.

So I am a firm believer in the program and I heartily encourage each of you on the line to talk to your leadership and consider an application for assets for independence and if you download the deck you will have access to the resource center and can talk to a lot of professionals like Emily that have expertise in the AFI programs that I'm more than willing to help you.

Again, thank you all for your great question and for your attendance and thank you again to Emily and Tammy for your great presentation today and with that we conclude today's webinar, thank you all.

Emily: Thank you so much.

[Audio Ends]