

## **Heart of Florida United Way FY22 Investments Strategy**

Heart of Florida United Way (United Way) fights for the education, health, and financial stability of every person in Central Florida. In this endeavor, United Way will invite nonprofit organizations to apply for Partner Agency status. Interested agencies may also contact United Way directly to learn about current strategies and investment opportunities. United Way investment amounts will be determined in relation to outcomes compared to other similar partners. Investments over multiple years are contingent on funds availability and Partner Agency performance. **The purpose of this document is to provide an overview of United Way's investment and partnership opportunities during the period of July 1, 2021 through June 30, 2022.**

### **Eligibility**

All agencies interested in United Way partnership should review United Way's Partner Agency Memorandum of Agreement to review the policies, procedures, and requirements for United Way partnership. The minimum criteria to be considered for partnership includes, but is not limited to:

#### **A. Non-discrimination Policies**

Neither United Way nor its partner agencies shall discriminate in violation of law, with respect to employment, volunteer participation or the provision of services, on the basis of race, color, religion, sex, pregnancy, national origin, age, disability, marital status, sexual orientation, gender identity, veteran or military status, or any other classification protected by federal, state, county or local laws, regulations, or ordinances. This policy shall be in writing and included in the official records of each organization.

#### **B. Agency Governance and Tax-Exempt Status**

- 1) Partner agencies are autonomous organizations, each governed by an active board of directors (or like governing body) whose members have no material conflict of interest and all of which serve without compensation that oversees the agency's services, administration and finances. Boards must meet at least four times each year.
- 2) Partner agencies must currently be tax-exempt, charitable 501(c)(3) organizations and must comply with applicable federal and state laws to maintain this status.
- 3) Partner agencies are required to register with the Florida Department of State and be in compliance with all reporting and regulations of the State of Florida.

#### **C. Financial Records and Annual Audit**

- 1) Partner agencies must keep financial records and prepare standard financial reports as required by law and in accordance with generally accepted accounting principles, and on a regular basis to be accountable to their constituents, funding sources and the community at large. These records and reports must be made available to United Way on request.
- 2) Each partner agency shall keep regular books of account in accordance with generally accepted accounting principles as promulgated from time to time by the American Institute of Certified Public Accountants and the Financial Accounting Standards Board and, where applicable, have such books audited annually by an independent certified public accountant.

**D. Reporting and Compliance**

**1) Audit Summary and Audit**

- a) Every year, the partner agency must submit an Audit Summary Form and final audit. These documents are due six months after the end of partnering agencies' fiscal years. (We recognize that different agencies have different fiscal years.)
- b) If agencies do not provide annual audits, payments will be held, although partner agencies may request extensions under special circumstances.
  - i. An agency requesting an extension must provide this request in writing and the request must be submitted by the Chief Professional Officer and the Board Treasurer. The request also should state when the audit will be complete.
  - ii. United Way may request supplemental information about agency financial health before releasing funds.
- c) Failure to submit audits may result in reduction, termination, or suspension of funding.

**2) Performance Data**

- a) Partner agencies will provide reports in a United Way-prescribed format in all areas of contribution to United Way's impact agenda, including performance against outcome measures in which the agency is funded, capacity building and any other activities related to United Way financial investments. Reports will provide information that compares contribution targets with actual results, and an explanation of variances, course corrections, and lessons learned.
- b) Partner agencies will provide reports on participant demographics, board members, staff, volunteers and clients as requested.
- c) Failure to comply with these requirements may result in reduction, termination or suspension of funding.

**Diversity, Equity, and Inclusion**

Heart of Florida United Way is committed to creating a rich, diverse work environment and supportive community that not only accepts differences, but also embraces and celebrates them. We are committed to being a health and human service leader that meets the needs of our diverse community. Our clients come from all walks of life and so does the team at United Way. Our vision for diversity and inclusion is to ensure that all of Heart of Florida United Way's business policies, procedures, and practices are respectful of all individuals. Our belief is that the best way to accomplish this is to maintain a culture that utilizes the diversity of ideas, the collaboration of different perspectives, to courageously share thoughts and encourage others to do the same.

Diversity and inclusion are at the heart of what it means to LIVE UNITED and are fundamental to achieving our mission and impact goals in education, income, and health.

**Community Investment Committee**

Actively guiding United Way's investment efforts, the Community Investment Committee (CIC) is comprised of United Way Board members, donors, community volunteers, and issue experts. The CIC's primary purpose is to identify the best practices and programs that will address United Way's Community Impact Agenda while providing engaged and informed leadership in planning and implementing community investment strategies and activities that align with the needs of the community.

**Financial Review Committee**

The purpose of the Financial Review Committee (FRC) is to act as stewards of the community's donated dollars by assessing the financial health of all United Way partner agencies. The FRC

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will review audited financial statements and IRS Form 990s from participating organizations and provide a summary report detailing any concerns that would be important to consider in the analysis of the agency's stability. Agencies with significant findings may be referred to the CIC for additional evaluation if necessary.

### **Process**

On an ongoing basis, United Way will establish the goals, strategies, and/or themes related to investment opportunities. For example, in FY22, the key focus is the ALICE (Asset Limited, Income Constrained, Employed) population and how proposed partners impact Heart of Florida United Way's Vector. For more information on ALICE, please visit our website at [www.StandWithALICE.org](http://www.StandWithALICE.org).

### **ALICE Stabilizing to Thriving**

For FY22, United Way is especially interested in investing in a Stabilizing to Thriving Continuum of Services that include:

- Case management and supportive services to help qualifying individuals complete accelerated training programs and/or credentialing/certification programs;
- Job placement services to those who have successfully completed credentialing and certification programs; and,
- Financial education and training designed to increase understanding of affordable housing, debt management, budgeting, increasing savings, and acquiring assets.

Interested agencies should visit United Way's website at <https://www.hfuw.org/partnerships/> to provide additional information on their programs and services. If there is interest to learn more about the agency and its work, select agencies will be sent a letter of invitation to share more information about their programs/services along with required documentation. Those agencies that show strong alignment with United Way goals, strategies, and/or themes will be invited to enter into an agreement with United Way, pending approval of the Community Investment Committee and recommendation to/approval by United Way's Board of Directors.

To indicate your organization's interest in partnering with United Way, please visit our website at [www.HFUW.org](http://www.HFUW.org) and select the link for the partnership inquiry (or visit <https://www.hfuw.org/partnerships/>). Please complete the short questionnaire sharing more information about your organization, its programs and services, and alignment with United Way's goals and strategies.

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