

WOMEN UNITED GRANT APPLICATION FORM

Organization Information

Organization Name

Church World Service (CWS) Lancaster

EIN

13-4080201

Address

308 E. King St.
Lancaster, Pennsylvania 17602-2903
United States

Contact Name

Rachel Helwig

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Executive Director / President (If different)

Valentina Ross

Eligibility Criteria

Is your organization a registered nonprofit organization with an official letter of determination of 501c3 status from the Internal Revenue Service?

Yes

Has your organization operated in Lancaster County for at least one year (operating in Lancaster before July 1, 2024?)

Yes

Does your organization or program you are requesting funding for in this application serve primarily women over the age of 18?

Yes

Does your organization provide services to families at or below the ALICE threshold in Lancaster County?

Yes

Is your organization delinquent on any state or federal debt?

No

Does your organization share United Way's view of collaborative and inclusive service to the entire community, without excluding anyone on the basis of race, color, religion, gender, ethnicity, national origin, age, disability, sexual orientation, or any other factor not relevant to a person's eligibility for service or ability to contribute?

Yes

Has your organization update your listing with PA 211 in the last 12 months?

Yes

Application Elements

Organization Description

Since opening in 1987, CWS Lancaster has resettled more than 7,000 new refugee neighbors from over 30 different countries. In just the past five years alone, CWS Lancaster has resettled more than 1,300 refugees, SIVs (Special Immigrant Visa holders), and parolees from Afghanistan, Colombia, the Democratic Republic of the Congo, El Salvador, Guatemala, Haiti, Somalia, Sudan, Syria, Sudan, and Ukraine.

CWS Lancaster's holistic programs ensure new neighbors have the essential tools, resources, and connections to integrate and thrive in their new communities. Programs include initial refugee Reception and Placement; job orientation and upskilling opportunities; and innovative services that promote family wellness and long-term stability. Immigration Legal programs provide low-cost legal advice and representation to the broader immigrant community, including unaccompanied children.

During every major global crisis or humanitarian challenge, CWS has answered the call, showing welcome and support to the most vulnerable around the world. Given the current federal funding realities for activities focused on refugees and immigrants, CWS Lancaster is committed to finding new ways to support our clients as they adjust to life in Lancaster and find pathways to thriving.

Commitment to Equity

CWS Lancaster's most fundamental belief is that diversity of background, experience and thought is a community's greatest strength. CWS has continued to advocate for the core values of diversity, human dignity and welcome, even amidst the polarized atmosphere that has seen refugee resettlement become a partisan issue. This commitment is also outlined in CWS' organizational objectives:

CWS Direct Service Offices affirm the innate value of each individual. We are committed to inclusivity, equality and mutual respect; our service model promotes individual responsibility and achievement.

CWS Direct Service Offices value community. We are honored to serve as a bridge for our newest neighbors into a rich community with a proud history of welcome.

CWS Direct Service Offices embrace IRP+ standards of excellence. We strive to be accountable, transparent and to operate with integrity.

Refugees and other immigrants are already an integral part of the Pennsylvania workforce and their contributions to the county are significant. The 2016 New Americans in Lancaster County report, which "shows that the county's immigrant residents have an outsize impact on the local economy through their high rates of workforce participation, large tax contributions, and spending power." And during the worst of COVID 19, refugees and other immigrants were significantly more likely to be essential workers in healthcare, food production, agriculture, warehouses and transportation.

However, newly arrived refugees face many barriers when securing and maintaining employment that can delay or forestall employment, leading to financial insecurity and household instability for clients and their families. CWS Lancaster recognizes that the journey to self-sufficiency and healthy independence varies across clients, requiring differing levels of support and referral assistance. CWS Lancaster prioritizes culturally-relevant and trauma-informed case management, navigation, and education. Women United funding will be used to support women clients as they obtain and maintain employment by providing "direct client aid" to reduce or minimize barriers to employment and success. This proposal also includes funds to provide interpretation services to better serve eligible clients of all ethnic and linguistic backgrounds.

Proposal Details

Main Priority Area

Women's Financial Stability

Grant Dollar Amount Requested

\$20,000.00

What percent of the overall project budget is covered by the Women United grant?

20

Project Description

CWS Lancaster is currently serving 633 clients through Economic Empowerment job readiness and job placement programming. Approximately 47% of these clients are women. CWS Lancaster's Economic Empowerment programs focus on supporting new arrivals in their first year; cash assistance recipients, particularly long-term recipients; unemployed refugees not receiving cash assistance; and employed refugees in need of services to meet their employment goals and attain economic self-sufficiency. These programs support new neighbors on their journey to financial self-sufficiency and fulfilling employment, from initial job readiness support like ESL, resume building, and connections to initial employment to ongoing case management support for career upskilling and advancement for up to five years after arrival.

The Economic Empowerment programs' holistic stance ensures comprehensive case management and support with the goal of addressing employment challenges, language barriers, legal issues, and other obstacles that impede family stability, economic independence, and integration through a strengths-based, partnership approach.

CWS Lancaster is requesting \$20,000 to support direct client aid for 100 women clients enrolled in Economic Empowerment programs to reduce barriers to employment and financial self-sufficiency, including expanding access to interpretation during interviews and onboarding, assistance with securing transportation, support in purchasing workplace equipment, and help paying for certifications/clearances. Women United funds will allow CWS Lancaster to target direct client aid dollars to support new refugee and immigrant women neighbors as they rebuild their lives in a new community.

Collaboration

CWS Lancaster Economic Empowerment programs are funded through four primary sources, including the PA State Refugee Social Services Grant as well as the Employer Engagement Grant, Matching Grant, and Refugee Career Pathways Grant for Afghans through the Office of Refugee Resettlement. These programs primarily cover staffing costs as well as administrative and operating expenses, but provide extremely limited "direct client aid" funds to reduce or remove barriers to employment.

CWS Lancaster is seeking additional sources of funding to directly support clients by addressing barriers to accessing employment so that newly arrived individuals can engage economically in their new communities, support themselves and their families, and thrive. The \$20,000 in Women United funding will equal 20% of available direct client aid support in this program area. CWS Lancaster continues to utilize approximately \$50,000 from Refugee Support Services funding, \$20,000 from Tyson Community Giving funding, and \$10,000 from community donations to support various emergency and other direct financial aid needs.

Implementation Plan

CWS Lancaster is requesting \$20,000 in "Direct Client Aid" funds (DCA) to provide necessary financial support to minimize or eliminate barriers so that newly arrived individuals can engage economically in their new communities, support themselves and their families, and thrive.

After Employment Specialists and/or other direct service staff identify financial barriers inhibiting employment, the

Economic Empowerment Manager will evaluate each need and request any necessary documentation including invoices, payee information, etc. Requests will be considered on a case-by-case basis based on their cost and value to the client's success.

Final fund allocation to clients will be approved and ultimately tracked by the CWS Lancaster Associate Director for Integration to ensure relevancy and monitor spend-down. Funding will be available to program participants until June 20, 2026, or until resources are depleted.

Outcomes & Evaluation

With Women United funding, CWS Lancaster will support 100 women enrolled in Economic Empowerment programming with direct client aid funding to reduce barriers to employment by June 30, 2026, including expanding access to interpretation during interviews and onboarding, assistance with securing transportation, support in purchasing workplace equipment, and help paying for certifications/clearances.

CWS Lancaster estimates providing up to the following amounts in each category of support:

Milestone #1: \$10,000.00 Support clients experiencing barriers to employment, including transportation barriers by providing bus passes and Uber/taxi support; obtaining necessary workplace clothing, shoes and/or other gear required to start position; covering required background check fees associated with job applications and recruitment; and connecting with recertification and training programs in the U.S.

Milestone #2: \$2,500.00 Provide interpretation support during interview, orientation, and/or training period.

Milestone #3 \$7,500.00 Additional emergency assistance support for families who are experiencing significant hardships that could result in job loss or housing vulnerability.

CWS Lancaster's Associate Director for Integration will track fund spend-down, including documentation of invoices, payee information, and progress towards employment goals. Disbursement of direct client aid will positively impact each client's progress towards obtaining and retaining meaningful job opportunities throughout the south-central PA community.

Documents

Required Documents

- [CWS-Lancaster-Women-United-Supporting-Documents.pdf](#)