



Salina Area  
**UNITED WAY**

Early  
Childcare  
Initiative  
Fund

## **Longevity Stipend Application**

### *To benefit Employees of Nonprofit Childcare Centers*

The Longevity Stipend is a heartfelt expression of gratitude for childcare professionals whose dedication, compassion, and perseverance too often go unseen. These individuals care for our most vulnerable population—our children—during the earliest and most formative stages of life. They provide far more than supervision; they offer safety, stability, encouragement, and care that shape children in ways that last a lifetime.

Every day, childcare workers are entrusted with our future. They nurture the next generation during moments that matter most, often while carrying heavy responsibilities, working long hours, and receiving far too little recognition for the depth and importance of their work. Whether serving part time or full time, their commitment is no less meaningful. Each hour represents a continued choice to show up with patience, resilience, and heart.

This grant honors those moments of dedication along the journey—recognizing 3-month, 6-month, and 12-month-plus work anniversaries as milestones worth celebrating. Every stage of commitment matters. Every contribution counts.

The Longevity Grant is one way to say thank you—to honor the time, care, and love these professionals pour into others, to recognize their lasting impact on who we become, and to affirm how deeply they are valued by the communities and futures they help build.

The Longevity Stipends will be awarded as follows if funding is available:

#### **Full Time Employees:**

\$100/3 month anniversary

\$200/6 month anniversary

\$400/1 year anniversary or longer

#### **Part Time Employees:**

\$50/3 month anniversary

\$100/6 month anniversary

\$200/1 year anniversary or longer

## Early Childcare Grant- Longevity Stipend Policy

- I. **PURPOSE:** The purpose of the Early Childcare Initiative- Longevity Stipend is to fund identified community needs. Consideration will be given to requests that align with the mission of the Salina Area United Way. The mission of the Salina Area United Way (SAUW) is to *strengthen North Central Kansas by uniting people and resources to build resilient, thriving communities*. SAUW priority areas and community goals are:
  - **HEALTHY COMMUNITY:** Expanding access to care and promoting mental, physical, and emotional well-being for all.
  - **YOUTH OPPORTUNITY:** Empowering children and adults with opportunities to learn, grow, and reach their full potential.
  - **FINANCIAL STABILITY:** Creating pathways to stability through job readiness, income growth, and access to essential needs.
  - **COMMUNITY RESILIENCY:** Building connected, adaptable communities that can withstand and overcome life's challenges.
- II. **FUNDING:** Total funds available for Early Childcare Initiative- Longevity Stipend shall be determined annually by the SAUW Board of Directors. SAUW cannot meet every community need. An organization may only receive the Early Childcare Initiative – Longevity Stipend once within 12 months. Exceptions may be made in cases when the organization requesting funding serves as the fiscal agent for another organization. Due to limited funding, partial grants may be awarded. The decision-making and approval process can take up to 45 days. A lack of required information or an incomplete application will result in no award. *The deadline for the Early Childcare Initiative- Longevity Stipend application is noon, **CST, March 6, 2026**.*
- III. **ELIGIBILITY REQUIREMENTS:** *All organizations applying for Early Childcare Initiative- Longevity Stipend must meet the following minimum requirements:*
  - Operates as a KDHE licensed childcare center.
  - Operates on a non-discriminatory basis in employment, recruitment of volunteers, and delivery of services.
  - Operates within the geographic service area of Saline or Ellsworth Counties.
  - Provides services or activities that align with the SAUW mission and community goals in Healthy Community, Youth Opportunity, Financial Stability, and Community Resiliency.
  - Engages a leadership team, advisory board, or board of directors who provide input and oversight to the program's operations.
  - Must be a 501(c)3 organization.
- IV. **OPERATING GUIDELINES:**



*The following operating guidelines shall apply:*

- Early Childcare Initiative Grants can be requested yearly and shall be used solely for the granted purposes.
- The SAUW Board shall approve all Early Childcare Initiative- Longevity Stipends.

V. **APPLICATION AND FUNDING PROCEDURE:** The Early Childcare Initiative- Longevity Stipend is separate and distinct from other Salina Area United Way grants. The following general policy shall apply:

- Applications will be considered based on available funding. Organizations must submit their application for funding to the SAUW by **noon, CST, March 6, 2026**.
- Staff will conduct an initial review of applications based on the responses to the required statements rated against the approved scoring rubric. Applications that receive one or more 'no' will result in the denial of grant funding. Scores of 'yes' will result in the application being submitted to the Early Childcare Initiative Committee for review. The committee volunteers will review and score applications using a scoring rubric.
- The Early Childcare Initiative Committee will submit a recommendation for Early Childcare Initiative – Longevity Stipend funding recipients and amounts to the SAUW Board of Directors at any regular meeting.
- The SAUW Board of Directors will make final decisions on grants at any regular meeting. Applicants will receive written notification of the Board's decision.
- Grants will be considered based on funds available.
- Applicants will be contacted with the outcome within 45 days after the grant deadline.



## Early Childcare Initiative- Longevity Stipend Policy

### **GENERAL INFORMATION**

Childcare Center Name \_\_\_\_\_

Childcare Center Address \_\_\_\_\_

Childcare Center Telephone \_\_\_\_\_

### **Contact Person Information**

Name \_\_\_\_\_

Title \_\_\_\_\_

Email \_\_\_\_\_

Cell Phone Number \_\_\_\_\_

If you aren't already, do you plan to enroll with DCF to serve families receiving childcare assistance?

If you aren't already, do you plan to enroll in the Child & Adult Care Food Program (CACFP)?

### **APPLICATION REQUIREMENTS**

- Briefly describe your organization's mission and how your organization aligns with the Salina Area United Way's mission and focus areas.
- Attach a copy of your annual budget. If there is an "other" category, please define any expenses that fall within that area.
- Attach a copy of your KDHE Childcare License, including your license number.
- Attach current waitlist numbers (per age group)
- Attach a copy of your anti-discrimination policy. If you do not have one, a policy must be adopted by January 1, 2027 or sign the attached document agreeing to the Salina Area United Way's policy prior to receiving funding.
- Attach a copy of your Racial Equity statement. If you do not have one, a policy must be adopted by January 1, 2027 or sign the attached document agreeing to the Salina Area United Way's policy prior to receiving funding.
- Attach your weekly rates per age group and hours of operation.
- Attach an excel spreadsheet with a list of your employee's names, anniversary dates, hire date, whether they are part time (less than 30 hours per week) or full time (30 plus hours), rate of pay, and name of position held.