

The
George
Foundation
Est. 1945

STRATEGIC PLAN

2020-2024

a stronger, more vibrant community for all

ORGANIZATIONAL BACKGROUND

Established in 1945 through the visionary leadership of **Mr. Albert P.** and **Mrs. Mamie George**, The Foundation strives to continue the George's legacy of making Fort Bend County a little better each day, without fanfare, and in partnership with local stakeholders. Mamie's ancestors migrated here as part of Stephen F. Austin's "Old Three Hundred," and through hard work and perseverance, the family built a successful farming and ranching operation along the Brazos River. When Albert and Mamie faced immeasurable personal loss, they did not retreat, but instead, made the decision to create opportunities for other families here in Fort Bend County, the community they loved. During their lifetime, the Georges helped to make our community a healthy, vibrant, neighborly place to live and to grow.

Heading into 2020, the Foundation continues to aspire to the vision of its founders. No longer led by members of the George family, the Trustees and Staff are guided by Albert and Mamie's ethos to always do good because it is the right thing to do. A five-member board of Trustees comprised of highly engaged community leaders provides wisdom and oversight to lead the pursuit of our mission. Additionally, a staff of twenty is dedicated to administration and grantmaking functions of the Foundation, as well as maintenance and care of the Foundation's large land holdings, including the original homestead of the George family.

In 2018, the land holdings were re-appraised, and with the tremendous growth in land values in the region, the Foundation's total assets will reach \$450 million by 2020, reflecting a 32% increase over 2017 figures. This sizable growth in assets offers great opportunities to invest even more into our mission to serve Fort Bend Co. heading into the next five-year strategic plan period.

VISION, MISSION & PHILOSOPHY

VISION» A thriving nonprofit sector that addresses critical community needs, enhances the quality of life and provides opportunities for Fort Bend County residents.

MISSION» To partner with the community to leverage the Foundation's resources to positively impact Fort Bend County and its residents.

PHILOSOPHY» To focus on our mission and strive toward our vision, we subscribe to the following philosophy statement. The George Foundation believes that Fort Bend County is a generous and compassionate community, at the nexus of a rich history and an aspirational future. We believe that when people are offered opportunities to reach their peak potential, a stronger and more vibrant community emerges for all. Our work is grounded in the following tenets:

- We understand our community's challenges are **complex** and will require **collaborative** solutions.
- We work to ensure the well-being of all Fort Bend **children and families**.
- We strive to improve **access** to critical health, education and social services.
- We encourage a **comprehensive** approach to serve those with complex needs.
- We invest in **transformational** opportunities through **innovations** born from local stakeholder input.
- We seek to support and leverage the **diverse** community that is Fort Bend County.
- We recognize nonprofits as critical to the well-being of our community and support their development, particularly by investing in **human capital** and **leadership**.
- We aim to deliver **impact** and continuous improvement through **data** and learning.
- We promote **philanthropy** in all stages of life and encourage others to join in this endeavor.

PLANNING CONSIDERATIONS

Over a period of 10-months, Trustees and Staff engaged in a review of grants and community data, analyzed internal and external factors, and surfaced needs through a community needs assessment. The process resulted in a newly developed strategic plan that re-affirms core commitments, highlights community assets, directs increased investments into critical needs, and propels the Foundation into our 75th year and beyond. The new five-year plan (2020-2024) was developed with particular emphasis on the following factors:

- An updated understanding of the community's needs, especially within the context of a rapidly growing, highly diverse county
- The deliberate incorporation of our stakeholders' input into the planning process
- An analysis of our current impact and opportunities for future impact

The new strategic plan strives to build upon what the Foundation has implemented over the last five years and to innovate toward additional solutions to tackle the community's most critical needs. Of note, the planning and needs assessment process surfaced some new commitments from Trustees, including a focus on **children & families** (family care models), encouraging **collaboration** to better serve **complex needs**, improving **access** to care through innovative models, and engaging the **diverse** community in our work. The Foundation will continue to highlight specific priority sub-issue areas to which we will devote a significant portion of funding and efforts. Within our Education portfolio, these priorities include **Career Readiness**, **Early Childhood** and **High Performing Public Education Models**, and within our Health portfolio, priorities include **Access to Care for Uninsured** and **Behavioral Health**. Additionally, the following new sub-issue priorities under our Human Needs portfolio were approved: **Affordable Housing** and **Youth Development**. The following **Strategy Framework** contains the core programs we will deliver and the broad issue areas we will fund.

STRATEGY FRAMEWORK

KEY THEMES»

- »Ensuring the well-being of all Fort Bend **CHILDREN & FAMILIES**
- »Encouraging comprehensive approaches to serving those with **COMPLEX NEEDS**
- »Improving **ACCESS** to critical health, education & social services and across systems
- »Engaging our **DIVERSE** community in pursuing the mission
- »Pursuing **IMPACT** through data and learning
- »Supporting efforts that demonstrate a **LEVERAGE** opportunity
- »Striving for **EFFICIENCY** to the benefit of our grantees

- Education
- Health
- Human Needs
- Community Enhancement

GRANTMAKING



- Scholarships
- Youth In Philanthropy
- Excellence for Nonprofit Leadership
- George Ranch Historical Park

SPECIAL PROGRAMS



- Texas State Technical College FBC
- Nonprofit Sector Capacity Building & Leadership Development
- Other Initiatives TBD

INITIATIVES



GRANT OPPORTUNITIES

In addition to the Foundation's Special Programs and Initiative Funding, we will continue to review requests through an open grant application process.

ISSUE AREAS:

- **EDUCATION:** including Career Readiness, Dropout Prevention, Early Childhood, High Performing Public Education Models, K-12 Public Education, Literacy and Parenting Education. *Priority areas of funding for Education include **Career Readiness**, **Early Childhood** and **High Performing Public Education Models**.*
- **HEALTH:** including Addiction Prevention & Intervention, Access to Care for Uninsured, Behavioral Health, Services to Special Populations. *Priority areas of funding for Health include **Access to Care for Uninsured** and **Behavioral Health**.*
- **HUMAN NEEDS:** including Abuse/Neglect Prevention & Intervention, Affordable Housing, Basic Needs, Homeless/Housing Assistance, Law/Legal, Senior Services, Services to Special Populations and Youth Development. *Priority areas of funding for **Affordable Housing** and **Youth Development**.*
- **COMMUNITY ENHANCEMENT:** including efforts that enrich the tapestry of Fort Bend County, such as Civic Engagement and Volunteerism, Libraries and Museums, Parks and Recreation, Performing, Visual & Cultural Arts. *Please note that the majority of the Foundation's grants support Education, Health and Human Needs efforts, with a smaller portion awarded to Community Enhancement.*

TYPES OF REQUESTS: The Foundation currently considers the following types of requests: General Operating Grants, Program Grants, Project Grants. *Please note that Capital Project Grants are awarded on a very selective basis, with an emphasis on projects that strongly align with the Foundation's grants strategy and demonstrate a compelling opportunity to directly and deeply impact Fort Bend Co. residents.*

APPLICATION PROCESS: Organizations must complete a Letter of Inquiry (LOI) as a required first step in the application process. Should the LOI be approved, the following types of applications are available: Small Grant Application (for requests of \$25,000 & under); Operating Grant Application or Program/Project Grant Application (for requests over \$25,000).

DEADLINES: LOIs & Applications may be submitted throughout the year, November 1-October 31, and will be considered on a rolling basis. There are no quarterly deadlines.

GOALS AND STRATEGIES

During the course of planning, Trustees affirmed some current grantmaking and programming activities and developed new ones for consideration. Below are the topline goals and strategies for 2020-2024:

Goal 1: Deliver a diversified portfolio of grants and programs to achieve maximum community impact, investing 45% more resources into the mission by the end of 2024.

Strategy 1.1: Continue to fund general operating, programming, project and capital requests through an open grant application process.

Strategy 1.2: Catalyze the development of new initiatives to tackle key issues that surfaced from the needs assessment and invest in the planning and implementation of transformational efforts (see goal 2 for details).

Strategy 1.3: Support a best-in-class nonprofit sector to best serve Fort Bend Co. and its residents by expanding technical assistance, capacity building and leadership development opportunities (see goal 3 for details).

Strategy 1.4: Enhance Foundation Special Programs to continue to meet community needs, particularly to support local students: Scholarships, Youth in Philanthropy, George Ranch Historical Park (see goal 4 for details).

GOALS AND STRATEGIES CONT.

Goal 2: Engage stakeholders in an iterative process to develop collaborative cross-sector solutions to address 1-2 critical community issues. This goal will be pursued within a culture of experimentation and learning to ensure space for innovation and risk-taking.

Strategy 2.1: Host a series of Discover and Dialogue sessions on key issues that surfaced in the Community Needs Assessment throughout the community in 2020 with the intent to determine synergies, identify potential partners, and surface initial ideas.

Strategy 2.2: From the ideas generated, convene a series of Design Labs to guide stakeholders through a planning process to develop feasible implementation plans and financial models.

Strategy 2.3: Leverage resources to implement community-driven solutions from 2021-2024.

Goal 3: Support a best-in-class nonprofit sector to serve Fort Bend Co. and its residents by expanding technical assistance, capacity building, and leadership development opportunities.

Strategy 3.1: Offer grants and sponsorships to support individual and cohort capacity building among grantees; this could be in the form of professional development sponsorship, grants for a wide range of consulting projects, conference participation, and leadership training.

Strategy 3.2: Provide workshops and group trainings to grantees on key capacity issues surfaced through the Community Needs Assessment.

Strategy 3.3: Identify opportunities to enhance the Excellence for Nonprofit Leadership program.

GOALS AND STRATEGIES CONT.

Goal 4: Increase impact on local students through Foundation Special Programs.

Strategy 4.1: Expand the Foundation's flagship Scholarship Programs by increasing awards, award amounts, and support to students and stakeholders.

Strategy 4.2: Undertake assessment of growth needs for the Youth in Philanthropy program, including the possibility of expanding to additional cohorts/sessions.

Strategy 4.3: Continue public programs at the George Ranch Historical Park, with a focus on educating local students.

Goal 5: Continue efforts to measure impact and engage in continuous quality improvement and learning.

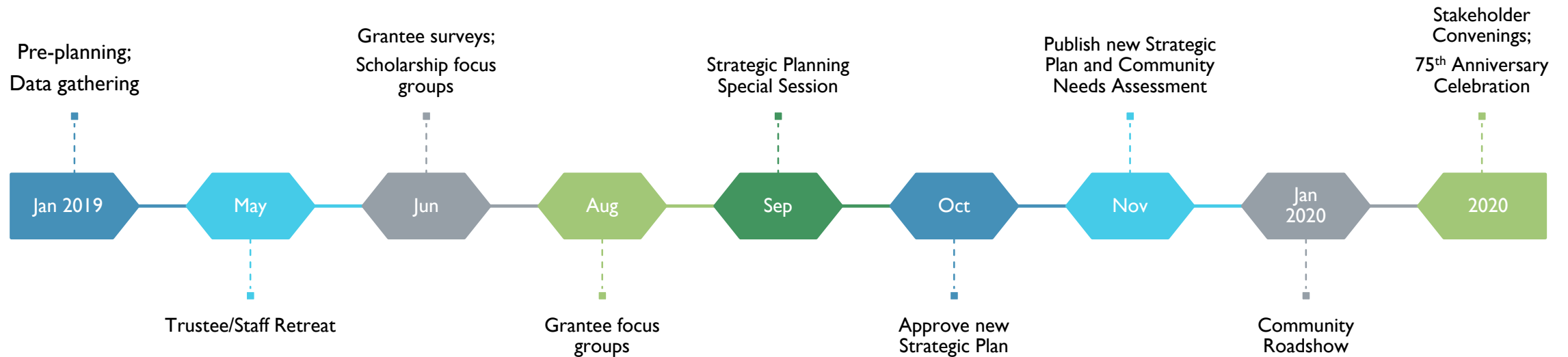
Strategy 5.1: Continue the practice of grant reports and compiling learnings from the reports at individual grant and portfolio levels.

Strategy 5.2: Introduce new feedback loops to garner applicant and grantee feedback about their experiences with the Foundation and the Strategic Plan throughout the plan period and at major milestones. A mix of tools and methods will be employed.

Strategy 5.3: Align to best practices in the field of grantmaking to ensure efficiencies and effectiveness of our programming.

PLANNING & LAUNCH TIMELINE

Throughout 2019, Staff worked to couple historical and current grants data with community data for Trustee review and discussions during the planning process. A timeline of key milestones for planning and launch activities follow.



APPENDIX: KEY COMMUNITY DATA SOURCES

1. Final Community Needs Assessment Report
2. Understanding Houston Fort Bend Co. Convening Summary Report
3. United Way Asset Limited Income Constrained Employed (ALICE) Data



Community Needs Assessment

The George Foundation

The George Foundation

MISSION

To partner with the community to leverage the Foundation's resources to positively impact Fort Bend County and its residents.

FUNDING ISSUE AREAS:



Education



Human Needs



Health



Community Enhancement

SPECIAL PROGRAMS

- Scholarships
- Youth in Philanthropy
- Excellence for Nonprofit Leadership
- George Ranch Historical Park

The story of The George Foundation began in 1824 when Henry and Nancy Jones received a league of land along the Brazos River in the Mexican territory known as Tejas. Through hard work and perseverance, the couple and their 12 children built a successful farming and ranching operation in the new wilderness.

Their great-granddaughter, Mary Elizabeth, affectionately known as “Mamie” to friends and family, was the final member of the lineage to inherit the family’s landholdings. Mamie married Albert P. George, and together, the couple continued the ranching legacy and enhanced the family’s prosperity. In keeping with her family’s reputation of charity and selflessness, Mamie’s compassion for those in need and her desire to give back generated great, yet unsought, admiration within the community.

With a strong desire to give back to the community that blessed their lives, Albert and Mamie George established The George Foundation in 1945 “for the use and benefit of the people of Fort Bend County.” To date, The George Foundation’s Board of Trustees has had the privilege to award more than \$200 million in grants to Fort Bend County nonprofit organizations and scholarship recipients and will continue Albert and Mamie’s legacy of giving into the future.

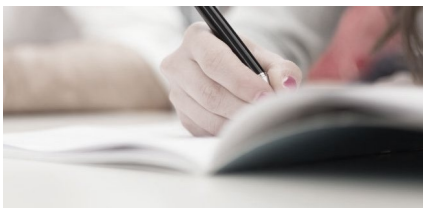
VISION

A thriving nonprofit sector that addresses critical community needs, enhances the quality of life and provides opportunities for Fort Bend County residents.

PURPOSE & PROCESS

In the summer of 2019, The George Foundation sought input on community assets and needs in Fort Bend County as part of their five year strategic planning process. Using a unique approach, the Foundation leveraged the knowledge and expertise of nonprofit organizations serving residents of Fort Bend County to generate this input. As essential service providers, nonprofit organizations are key partners in the development and delivery of health and human services in their respective communities and have a uniquely comprehensive view of the assets that contribute to community well-being and the needs of the people that they serve.

Accordingly, the needs assessment was developed using a survey of community assets and needs, followed by five focus groups. The survey was sent to 122 nonprofit leaders serving Fort Bend County; 87 (73%) surveys were complete enough to include in the analysis. The results of the survey were compiled and the top ranked needs were identified. A focus group of nonprofit leaders was organized around each area of need to understand more deeply the issue and barriers to accessing needed services and to explore opportunities that existed to diminish the need or improve access.



- The survey included questions on community assets and needs, as well as on nonprofit organizational capacity.
- Survey responses represented every Foundation funding area.

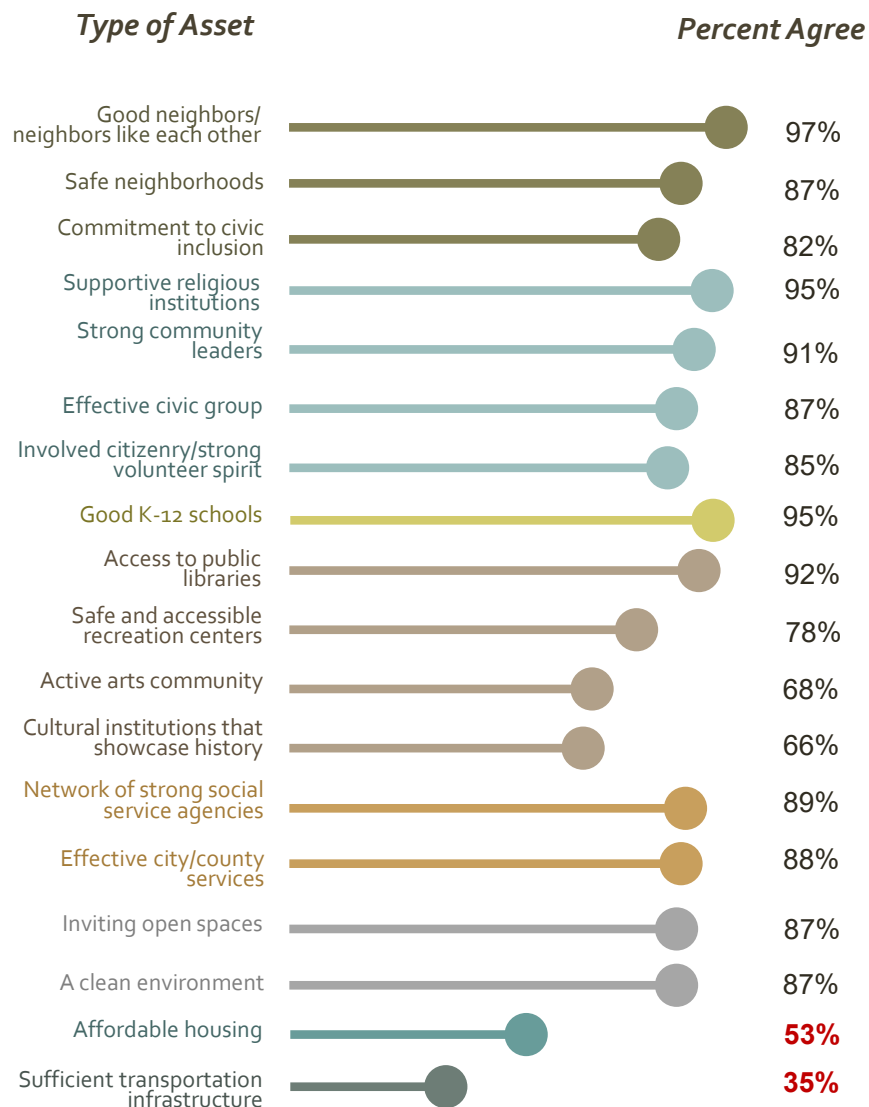
Community Assets	Community Needs	NPO Capacities
<ul style="list-style-type: none">• Civic Leadership• Culture & Recreation• Environment• Housing• Neighbors & Neighborhoods• Public Institutions• Transportation	<ul style="list-style-type: none">• Basic Needs• Community Enhancement• Education & Training• Family Services• Health & Mental Health• Public Safety• Services for Youth	<ul style="list-style-type: none">• Leadership• Management• Adaptive• Operational



- Five focus groups were held and organized around the top ranked needs:
 - Health and mental health
 - Services for families
 - Youth services
 - Community infrastructure
 - Nonprofit capacity building
- A total of 35 nonprofit executive staff and Board members participated in the focus groups.

COMMUNITY ASSETS

Survey and focus group participants had a strong sense of community pride and recognized many assets in the county. Good neighbors, supportive religious institutions and good K-12 schools were identified as the strongest assets in the county. Other strong assets related to safe neighborhoods, civic leadership, culture and recreation, public institutions and the environment. Affordable housing and transportation infrastructure were identified as weaker assets in the county.



COMMUNITY NEEDS

Despite many strengths in the community, focus group participants recognized that, as one of the fastest growing counties in the United States, community needs are being severely affected by this growth.

Overall, survey participants identified health and mental health, services to families, youth mentoring programs, and community infrastructure as areas with issues that affect many of the people they serve.

The need for mental health services received the highest rating of urgency. Other issues that received high ratings of urgency included public transportation and affordable housing.

<i>Needed Service</i>	<i>% ranking as Urgent</i>	<i>% ranking as Urgent or Affecting Many</i>
Mental health services	35%	78%
Financial education	9%	70%
Public transportation	29%	67%
Parenting education	16%	65%
Services to special populations	19%	65%
Legal assistance	13%	63%
Addiction prevention	18%	63%
Healthcare for indigent	18%	63%
Reliable transportation	17%	62%
Youth mentor program	17%	60%
Affordable housing	23%	58%

Service Identified as Urgent in each Funding Area



HEALTH

Mental Health Services



- Need is Urgent
- Affects Many
- Affects Few
- Need is Met



COMMUNITY INFRASTRUCTURE

Public Transportation



- Need is Urgent
- Affects Many
- Affects Few
- Need is Met



SERVICES TO YOUTH

Youth Mentor Program



- Need is Urgent
- Affects Many
- Affects Few
- Need is Met



FAMILY SERVICES

Parenting Education



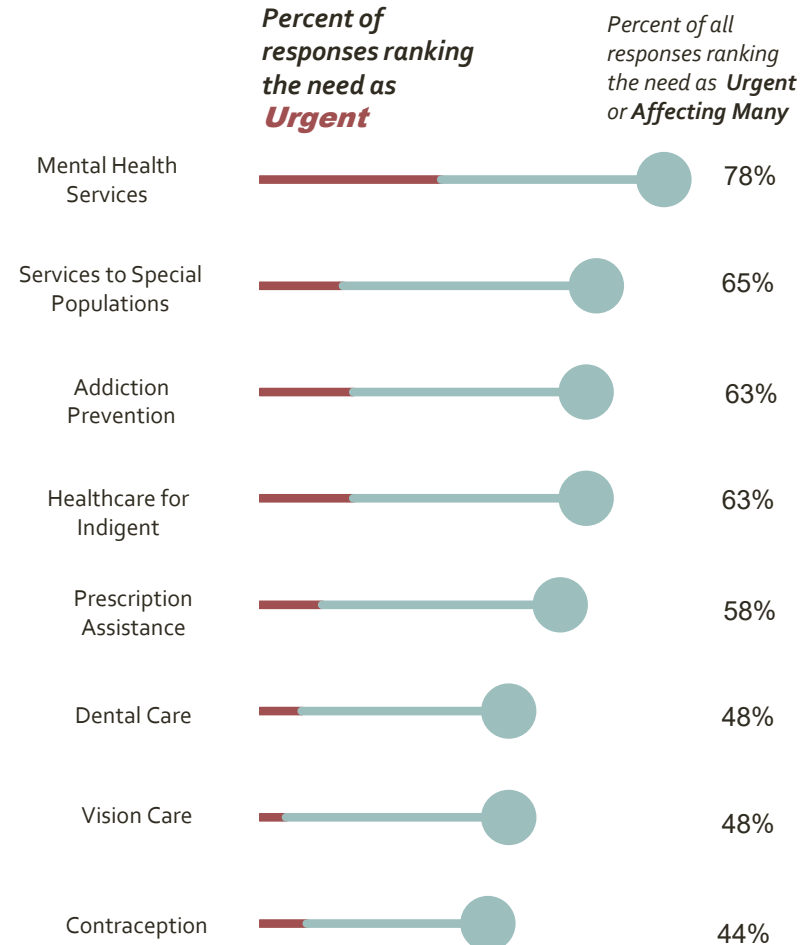
- Need is Urgent
- Affects Many
- Affects Few
- Need is Met

ISSUES IN HEALTH AND MENTAL HEALTH

A strong majority (59%) of survey participants identified health issues as an urgent need or affecting many of the people they serve. Taken together, only 15% of survey respondents felt that health needs were being met in the county.

Focus group participants helped to describe some of these needs:

- In regard to mental health, focus group participants noted the many contributors to stress and trauma that all Fort Bend residents are exposed to: Flooding, gun violence, the pressures of social media.
- In regard to drugs and addiction prevention services, focus group participants recognized that Fort Bend is on a corridor for drug and sex trafficking but expressed concern that there is little talk about the drug challenge.
- Among special populations, they identified a 'service divide' between those with resources to navigate the social service sector and those that cannot, thereby never receiving care.



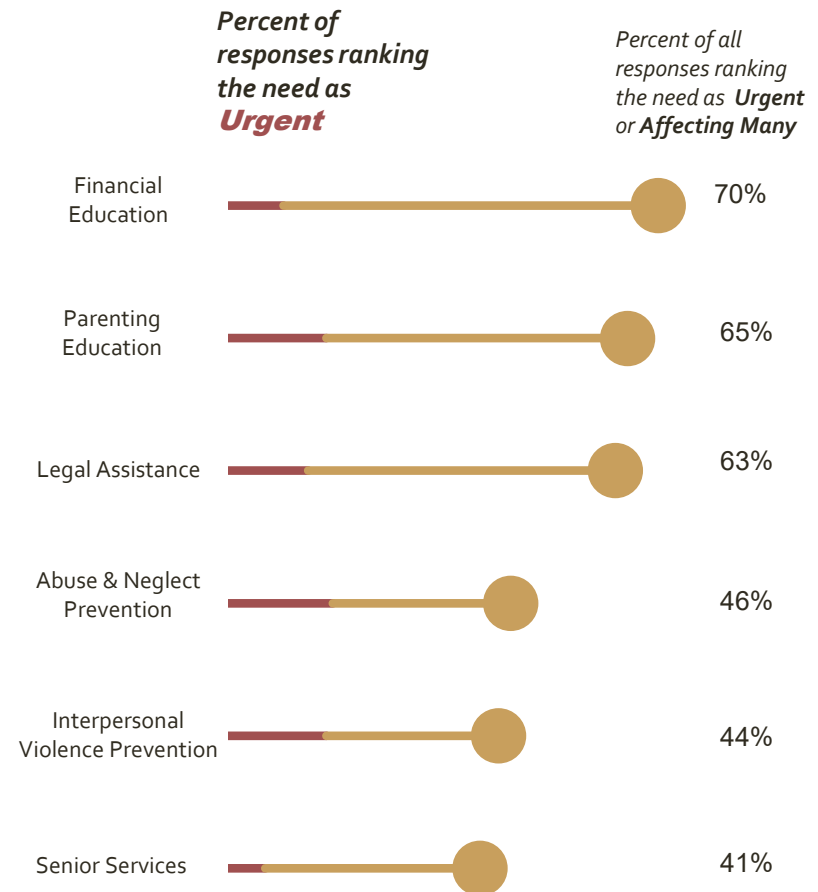
ISSUES IN SERVICES FOR FAMILIES

Overall, 55% of survey participants identified services for families as an urgent need or affecting many of the people they serve. Only 16% of survey respondents felt family needs were being met.

Focus group participants described these needs, noting:

- Legal assistance is needed for issues relating to child custody, when teens get into a little trouble, and landlord noncompliance with housing maintenance.
- Without financial education and parenting supports, many families can slide into inter-generational poverty.

Perhaps more importantly, participants noted that families in Fort Bend are changing and are facing increasing demands and stresses. While some families are not inclined to seek services because of a strong distrust of social service agencies and government, many families are not familiar with all the resources that are available and/or do not know how to navigate the system of services, highlighting the need for more coordination or the use of navigators.



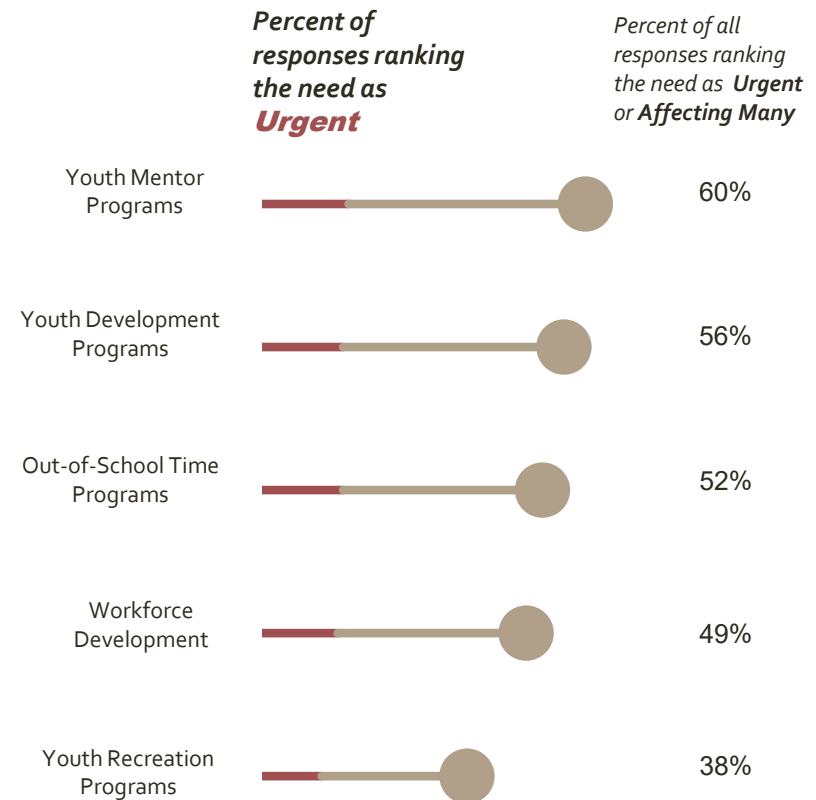
ISSUES IN YOUTH AND EDUCATION

Half (52%) of survey participants recognized youth and education needs as urgent or affecting many of the people they serve. Nearly a quarter (22%) of survey respondents felt youth and education needs were being met.

Reflecting the survey findings, focus group participants felt that youth academic needs were being met. However, there was considerable concern for the need to help youth develop positive social relationships and life skills.

As the influence of social media grows, more needs to be done to help strengthen youth social skills and provide more opportunities for youth to have responsibilities that will help them develop the skills they need at work. Participants felt that too many efforts address the weaknesses in youth and do little to recognize or support their strengths.

Importantly, participants recognized that services for youth need to be holistic by engaging parents, but noted, in keeping with comments made in the focus group on families, that parents are very hard to engage.



ISSUES IN COMMUNITY INFRASTRUCTURE

Many (41%) of the survey participants felt that community infrastructure issues were urgent or affecting many of the people they serve. Nearly a quarter (22%) of survey respondents felt community infrastructure issues were being met.

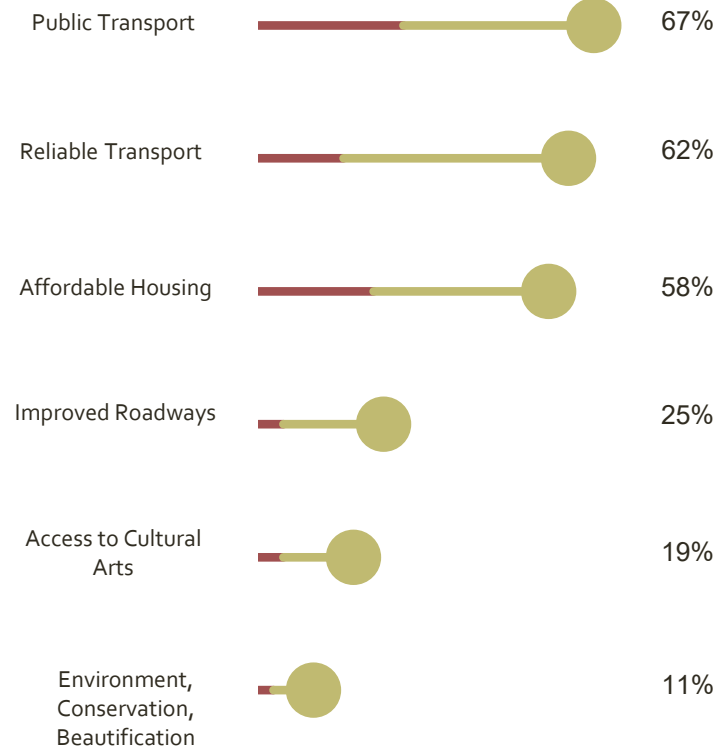
Focus group participants identified two key issues: access to reliable transportation and affordable housing. In regard to public transportation, participants noted that the public transportation system in Fort Bend County is not oriented to the needs of Fort Bend workers who work into evening hours or must go into Houston for work. In regard to other forms of transportation, some families struggle with the costs of gas, insurance, and car repairs which limits their transportation options. Although many social service agencies offer transportation assistance (including gas cards or Uber assistance) these resources are finite and cannot begin to meet demand.

In regard to housing, focus group participants identified negative public attitudes about affordable housing in their communities and landlords not maintaining their properties adequately as major barriers to meeting the need for affordable housing. Additionally, participants noted a lack of resources available for home repair and maintenance.



*Percent of responses ranking the need as **Urgent***

*Percent of all responses ranking the need as **Urgent** or **Affecting Many***



COMMON THEMES

Taking all the focus group discussions together, several common themes emerged. Focusing on families, improving service navigation, enhancing collaborations among agencies, and being mindful of the diversity in Fort Bend all rose to the top.

As families change and are met with more demands, families are now a major target of need. Beyond concerns for their financial welfare, families are increasingly exposed to stress and trauma. The costs of recovering from flooding damage is affecting families' ability to provide for their loved ones in ways they expected. The rise and influence of social media is having an impact on youth and yet parents struggle with how to address social media use. The "hyper-sexualized" environment among youth is placing unusually high stress on youth and their families.

Services are available for families and others in need, though there is strong consensus that accessing these services can be a challenge for many. Promoting navigators who can help people become aware of and access services is desired, as well as improving coordination between programs to avoid duplication of services, maximize resources across sectors, and increase the continuity of care.

While Fort Bend nonprofits are supportive of, and engaged in, various collaborations, more needs to be done to meaningfully engage collaborators and share leadership roles. In addition, faith congregations play an important role in meeting needs, but more can be done to integrate them into the social service network.

Finally, nearly every participant noted that the diversity of Fort Bend residents is an asset. Accordingly, acknowledging that diversity when working with residents is important. Ensuring that all nonprofit staff receive cultural awareness and sensitivity training will help to honor that diversity.



Focus on Families

Support the development of strong social relationships.



Navigation and Better Coordination

Address "intake hoops" by lowering barriers for families to receive care, e.g. less paperwork, less duplication of questions, etc.



More collaboration and coordination

Improve collaborations, where leadership is shared.



Faith-based congregations play an important role

Integrate the faith community more deeply into the social service network.

NONPROFIT CAPACITY

With its commitment to a thriving nonprofit sector, The George Foundation also sought input from nonprofit leaders about their capacity to serve their constituents. Accordingly, the needs assessment survey included questions about nonprofit capacity in four domains:

Leadership capacity, including the ability to inspire, provide direction, prioritize, and make decisions;
Management capacity, including the ability to ensure the effective and efficient use of organizational resources;
Adaptive capacity, including the ability to monitor, assess, and respond to internal and external changes; and
Operational capacity, including the ability to implement key organizational and programmatic functions.

In addition to survey responses, a focus group on nonprofit capacity was held with board members of several nonprofits.

Overall, nonprofits serving Fort Bend County report strong organizational capacity. Among the four capacity areas, nonprofits report being strongest in leadership and management capacity, with 54% and 56% reporting these as a strength, respectively.

Percent of capacities that NPOs report as strengths or they are working to make stronger		Strength	Working on it	Overall
Leadership	6 indicators about the ability to inspire, prioritize, make decisions, provide direction, innovate	54%	32%	86%
Management	8 indicators about the ability to monitor, assess, respond to internal & external changes	56%	35%	92%
Adaptive	9 indicators about the ability to ensure effective, efficient use of organizational resources	42%	46%	88%
Operational	7 indicators about the ability to implement key organizational and programmatic functions	41%	39%	80%

ORGANIZATIONAL CAPACITY: LEADERSHIP & MANAGEMENT

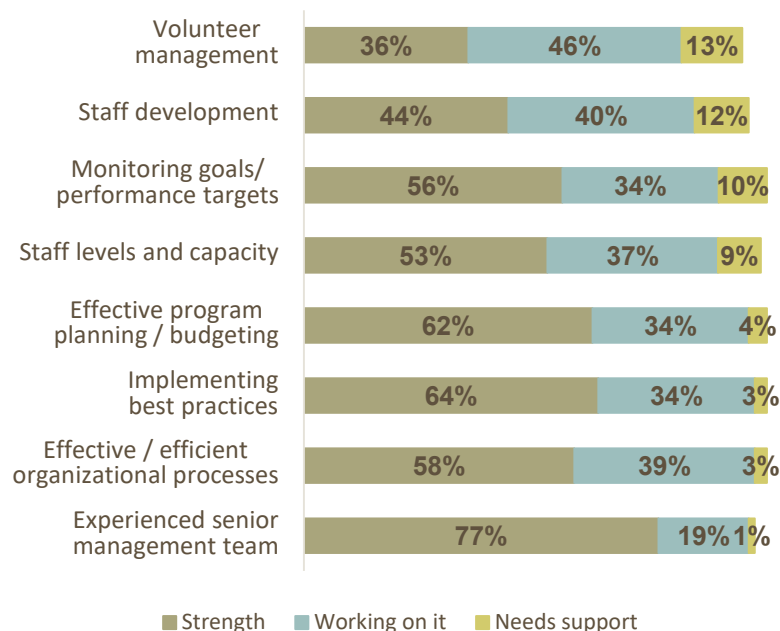
Within Leadership capacity, a majority of nonprofit leaders report having clear organizational goals and strong boards, both in terms of board member commitment and composition. On average, 30% of agencies are working to improve in this area, specifically around strengthening board composition and their financial health. Where agencies report needing support in this area is in building community support for their efforts.

Within the area of Management capacity, nonprofit leaders report having a strong and experienced senior management team, being effective in implementing best practices within their field, and implementing effective program planning and budgeting processes. An average of 38% of agencies reported working to strength their capacity in this area, specifically in volunteer management, staff development, and establishing effective and efficient organizational processes. Where agencies report needing support to improve is in volunteer management, staff development, and monitoring goals and performance targets.

LEADERSHIP CAPACITY



MANAGEMENT CAPACITY



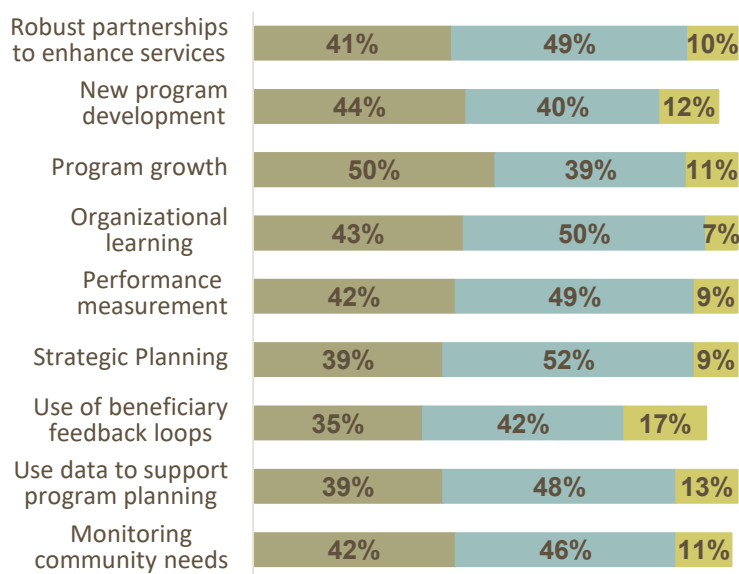
ORGANIZATIONAL CAPACITY: ADAPTIVE & OPERATIONAL

In the areas of adaptive and operational capacity, nearly half of nonprofits serving Fort Bend residents are working to improve some aspect of these areas.

Within the area of adaptive capacity, agencies report feeling strongest in program growth. Efforts where agencies are working to improve their capacities include improving in strategic planning, strengthening their organizational learning capacity, engaging in robust partnerships to enhance their services, and performance measurement. Where agencies report needing support in this area is in using feedback to improve processes or services, using data to support program planning, and developing new programs.

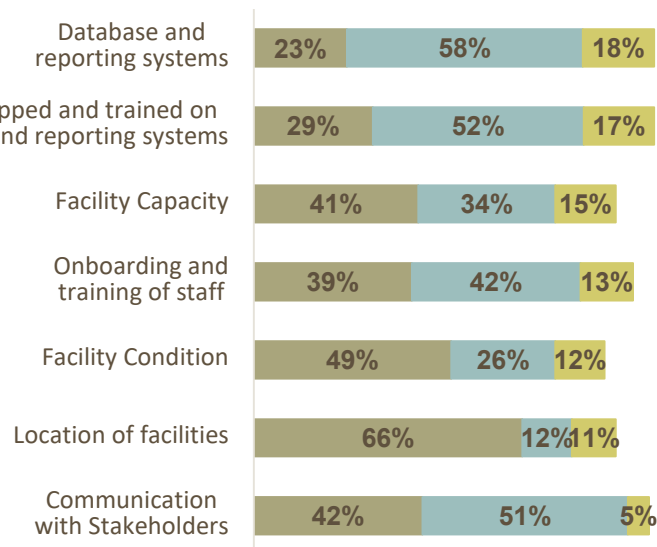
Finally, agencies reported areas of operational capacity as least strong among the capacities; on average, only 37% of agencies report feeling strong in these areas. Facility locations is an area of strength, though addressing facility condition and capacity are areas of improvement. Where agencies report needing support to improve, identifying and developing database and reporting systems and training staff on these systems rank at the top.

ADAPTIVE CAPACITY



■ Strength ■ Working on it ■ Needs support

OPERATIONAL CAPACITY



■ Strength ■ Working on it ■ Needs support

POTENTIAL ROLES FOR FOUNDATIONS

Finally, nonprofit leaders agree that apart from direct funding, foundations can play other important roles to support them in their efforts. Among the various roles that were considered, most nonprofits felt that the most powerful role is in promoting and supporting the development of partnerships or collaborations around specific issues. Advocacy, strategic investments in targeted issues, and support for innovations also received broad support.

Apart from these general roles, focus group participants noted three other efforts unique to the needs of Fort Bend County that would be valuable for foundations to support:

- Raise awareness among nonprofits serving Fort Bend residents about the importance of addressing the needs of all family members.
- Create and/or endorse a cultural awareness and diversity training program for nonprofit staff and board.
- Create an incentive fund that could be used with program participants.
- Support agencies in finding other sources of funds for sustainability.

Importantly, although nonprofit leaders recognized the value of other roles that foundations can play, many emphasized that funds for direct services are essential, especially in these times when support for the social safety net is fraying at the federal level.

42%

agree foundations can help by promoting partnerships or collaborations around specific issues



36%

agree foundations can help by engaging in advocacy around specific issues



31%

agree foundations can help by making strategic investments in targeted areas



25%

agree foundations can help by supporting innovations in service provision



Acknowledgements

*Special thanks to
all the people
who participated
in the survey and
focus groups.*



Overview

The Greater Houston Community Foundation is in the midst of building **Understanding Houston**—a collaborative regional indicators initiative that is an outgrowth of the Greater Houston Community Foundation’s most recent strategic plan. With the Kinder Institute for Urban Research at Rice University as our strategic research partner, Understanding Houston will result in a new, highly interactive web platform that will be a central resource for data, trends, and tracking progress on eight quality of life issues affecting residents in Harris, Fort Bend, and Montgomery counties. The Foundation will engage its donors as well as a broad range of stakeholders in using these tools to learn and think together about how we can address issues that need attention to keep Houston a thriving, vibrant community for everyone.

The Greater Houston Community Foundation’s Understanding Houston initiative cannot effectively serve the community without the input of local leaders and residents along the way.

To inform the Understanding Houston website and tools, the Foundation began a series of convenings—the second convening was held in Fort Bend County, in partnership with The George Foundation, Episcopal Health Foundation, and The Henderson-Wessendorff Foundation. More than 125 Fort Bend County individuals, representing the public, private, and nonprofit sectors, met on June 18, 2019 to share their thoughts.

“If we are not staying relevant, then we are not doing our job.”

- Fort Bend Focus Group

This brief summarizes the input we received from the community through four engagement activities:

- **Real-Time Polling:** Response by text message to strengths and challenges in the county.
- **Dotmocracy:** Vote by dots for subtopic issues of importance and interest, as well as those worthy of highlighting and where knowledge gaps exist for the community.
- **Focus Groups:** Groups of about six individuals discussing a series of questions.
- **Indicator Surveys:** Individuals reviewing the full indicators list and noting priorities, as well as any notes for missing data.



Real-Time Polling

In one word, describe a great strength in your community.

Each of these was designed to obtain participants’ feedback on the Understanding Houston initiative, the large set of data indicators, and their sense of issues that need focus in their community.

Results

Dotmocracy

In order to understand which topics and issues are most relevant to Fort Bend County residents, individuals were asked to select **three of the nine** issue areas (**listed to the right**) that they are most knowledgeable about and/or interested in. From there they were given fifteen dots, which were **color coded** according to the list below:

- Most Important (6 red dots)
- Most Interesting (3 blue dots)
- Most In Need of Knowing More About (3 yellow dots)
- Most Worthy of Highlighting for the Community (3 green dots)

With these fifteen dots, participants were asked to place **five** dots (2 red, 1 blue, 1 yellow, 1 green) on subtopics in each of their three issue areas using the color scheme noted above. Each of the nine issue areas has three to six subtopics within them, for a total of forty-six subtopics. For example, in the picture **to the right**, the main issue area is Health; the subtopics in this area are Access to Healthcare, Health Behaviors (Wellness), Mental Health, Child Health, and so forth.

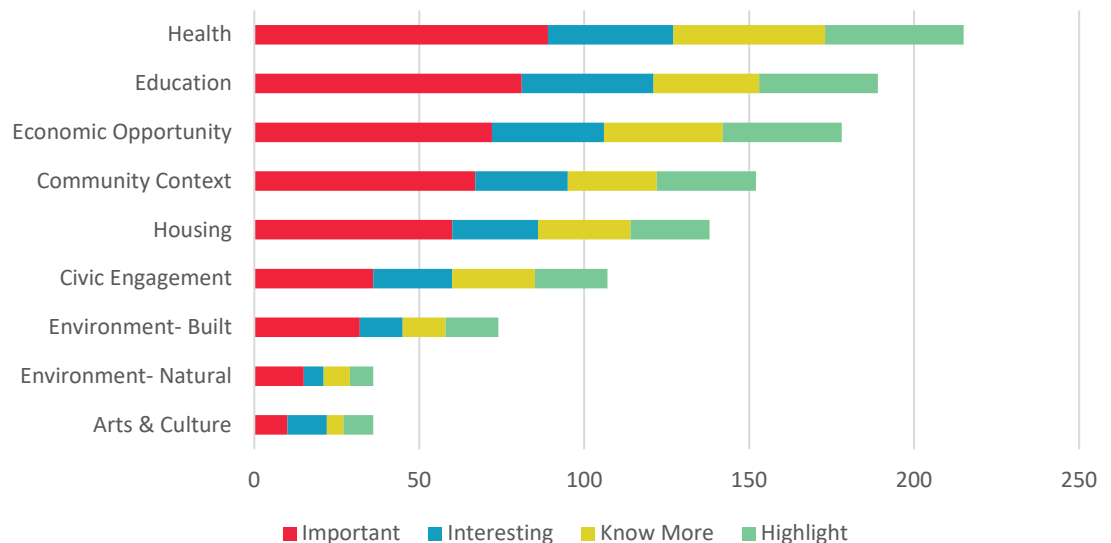


The data given in the bar graph **to the right** presents the nine issue areas by total number of dots as well as the color distribution for each issue area. The chart presented gives a broad sense of participants' engagement with issue areas, with **health, education, and economic opportunity** reflecting the greatest activity overall.

Issue Areas

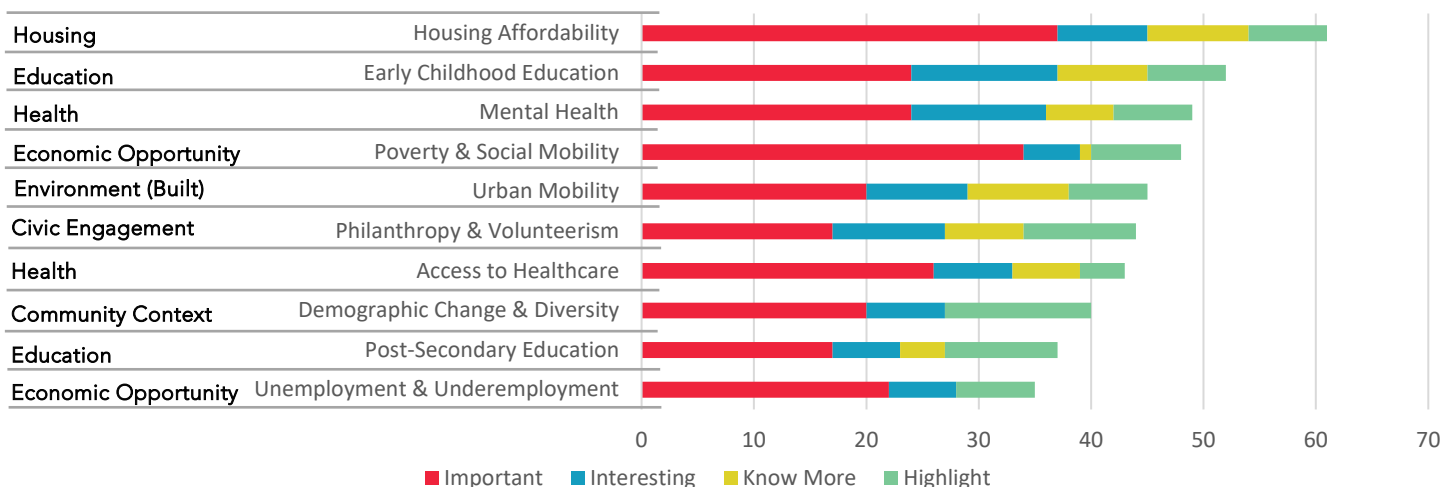
Arts & Culture
Civic Engagement
Community Context
Economic Opportunity
Education
Environment – Built & Natural
Health
Housing

Voter Activity By Issue Area



Below are the top ten subtopics that received the most dots. **Attendees were clear that Housing Affordability was a topic of overall community importance.** Dotmocracy voters ranked **Poverty & Social Mobility** as highly important, **Early Childhood Education** and **Mental Health** as most interesting, and **Demographic Change & Diversity** as the issue most worthy of highlighting.

Top Ten Topics By Voter Activity



"If we don't know the gaps, we can't improve our work."

- Fort Bend Focus Group

Subtopics of note that did not make the cut for the top ten most chosen subtopics were:

Industry Dynamics & Job Growth: In the top three subtopics categorized as **"most interesting to you."**

Inequality: In the top three subtopics categorized as **"most should know more about."**

Health Outcomes: In the top three subtopics categorized as **"most should know more about."**

Access to Credit & Household Debt: In the top three subtopics categorized as **"most should know more about."**

Fort Bend County Residents Have Spoken

The following subtopics are suggested topic additions written-in by participants during Dotmocracy

Criminal Justice - Veterans (Community Context)

Obesity (Health)

Vocational Training & Career Readiness (Education)

Disabled Veterans (Health)

Special Education (Education)

Intellectual or Developmental

Rural Mobility (Environment – Built)

Disabilities & Special Needs (Health)

Homelessness (Housing)



Focus Groups

Groups of roughly six individuals were led, by a facilitator, in a thought-provoking conversation about the Understanding Houston initiative. They were also invited to consider and discuss how the data driven platform could best be utilized by their organizations and which issues were most important to keep in mind when considering their community.



What do you think about the initiative?

Many individuals expressed a high level of interest in the project and excitement towards having data available about their community. One person remarked, **"Finally! Data is needed.** [It's] hard to find quality data specific to Fort Bend." Another stated, "It's most needed, overdue, and I'm excited that we're doing it. I'm surprised we haven't already, especially with all of the needs." Participants anticipate that Understanding Houston will be a "great opportunity to share what is happening in the community."

Additionally, participants were **"very in support for one database"** that is not only accumulated into a single source, but also easy for every level of organization to understand. Currently, "community organizations have trouble finding and understanding data." Understanding Houston will provide "reliable, consistent data" on a single platform that "will lead to better understanding" the information as a whole.

Furthermore, participants see Understanding Houston as a **networking opportunity that could catalyze collaboration** with other organizations and donors.

How will you use the data?

Participants shared that the data will provide a great "opportunity to increase awareness" regarding the needs and issues for community focus, making Understanding Houston **an awareness tool for the community.** "Accessible data will put us in a better position to decide which needs and gaps our organizations will work on."

Participants also shared that the data can serve as **an educational tool.** For donors, the information can help them identify pressing issues they may not be familiar with. "As a funder, we want to ensure that funding goes to the most vulnerable populations." Other organizations and civil leaders can also "learn from other counties who are doing well in a particular indicator area and see why it's working well there."

Other uses of the data include **grant writing, strategic planning, and effective programming.** The data will also aid donors, board members, government officials, and nonprofit leaders with **decision making** within their organizations.

"One of the things data will allow us to do is be proactive rather than reactive."

- Fort Bend Focus Group



Who else could use the data and how?

"Everyone. That includes schools, libraries, civic organizations, community organizations, donors, nonprofits, policy makers, elected officials." Other possible users include politicians, churches, religious leaders, social services, engineers, business leaders, and more.

"We all have different missions and goals but [will be] working with the same set of data." **"We are all invested."** Participants made it clear that the entire community could find a way to use this data, and furthermore, collaborate with it.



What do you see as the greatest opportunity related to the project?

Participants' answers included identifying needs and gaps in the community, opportunity for collaboration, and the availability of resources for donors, organizations, and leaders to make informed decisions.

One attendee commented that the project also provides **"great opportunity for reflection.** [The data] could allow

organizations to step back and more easily reflect on if what they are doing makes sense and serves the people." Another commented, "You might be going in one direction and the data show you that you need to go in the other direction."

Understanding Houston will also provide assistance with strategic planning, grant writing, program development, resource allocation, and effective management of time and efforts. This data will provide **"a forum to make collaboration easier.** Not just to talk about it, but approach the problems together."

"Data helps to open the dialogue, address the unspoken barriers, and lead to focused planning and increased accountability."

- Fort Bend Focus Group

What risks/concerns should be avoided?

Multiple tables discussed that "there is always concern about **making sure all voices are represented.**" Other concerns for Understanding Houston include inconsistent and inaccurate data, failure to capture all of the data needed, silo thinking, how user-friendly the site will be, ensuring the data is utilized to take action, and ensuring the data focus on the information itself and is not politicized.

Many respondents emphasized that **Fort Bend is one of the fastest growing and most diverse counties**, which comes with many challenges. “[With] growth and diversity, it still seems like a very close knit community, which can be helpful as well as cause problems.” Many participants posed the same question - **“How [do we] allow it to grow and still keep its roots?”**



Fort Bend has both urban and rural areas, making it “hard for people who live in the rural community to be involved in the day-to-day activities in the more urban parts of town.” Balancing different lifestyles and landscapes poses difficulty due to varying needs and issues across the community. “[There is] very limited public transportation, but it’s hard to justify putting public transport in rural areas. There tend to be homeowners with deep roots who don’t want to live in apartments or in areas where they might be closer to resources, so how do you serve them?” People in the community want to help, but are challenged with such diversity.



Participants mentioned that having 118 languages spoken within the county causes communication challenges. Disparity across the county is also a key issue. “The poorest of the poor and the wealthiest of the wealthy live within a quarter mile from each other.” Regional data “won’t always apply to pocket areas” causing these hidden populations to be overshadowed.

Five years out, what kind of impact would you hope to see as a result of this work?

Many participants responded that they would like to see an advancement and improvement of programs within Fort Bend County as a result of the data, allowing these programs and services to serve people in more efficient and impactful ways.

“We’ll have a better idea of what programs are needed.”

“Services that would meet the people where they live.”

“Foster a more collaborative approach to meeting the needs of our community. Together we can make a greater impact.”

Indicator Surveys

Participants were given a list of over two hundred indicators that could be part of the Understanding Houston website. By marking the list, individuals were given the opportunity to communicate which indicators should be prioritized, add additional comments about each indicator, and add indicator suggestions.

Twenty-six individuals utilized this list to mark indicators they personally believed should be prioritized. The information they shared will be used to further inform the Understanding Houston initiative and personalize it to Fort Bend County. The indicators that received the most prioritization by participants were Access to Mental Health, Uninsured, Access to Healthcare, Population with High School Diploma, and Family Type. As we saw in Dotmocracy, eight subtopics were suggested within their respective issue areas. In addition, **twenty-nine indicator suggestions** were also made, with the highest amount (nine) allocated to Health, six of which pertaining to **mental health**. Multiple comments also emphasized the importance of **veterans** and **special needs** within the community.

Conclusion

“Collaboration without credit is a hallmark of Fort Bend County. We do what we do best and partner with the rest.” - *Fort Bend Focus Group*

Some big takeaways that the Understanding Houston team received from the convening were that Fort Bend County is a very diverse and fast growing county, and for that reason, it cannot be defined simply by looking at the overall region’s strengths and weaknesses. As vocalized during the focus group discussions and seen through the Dotmocracy activity, transportation is an issue that is in need of attention, as are housing affordability and vulnerabilities, and the overall disparities within the community.

We are excited to use the information we’ve gathered to help refine the indicator list and content for the Understanding Houston website, as well as have an ongoing conversation with the leaders and residents of Fort Bend County to help us all learn, engage, and act to make our region a more vibrant one.

Special thanks to Quynh-Anh McMahan, Senior Program Officer of The George Foundation, for her instrumental leadership and support of this important conversation and Understanding Houston.

Visit www.understandinghouston.org & follow us on social media!



WHO IS ALICE?



United Way of Greater Houston

ALICE is an acronym for **A**sset **L**imited, **I**ncome **C**onstrained, **E**mployed — families with income above the Federal Poverty Level (FPL), but not high enough to afford basic household necessities.

ALICE is your child care worker, your parent on Social Security, a recent graduate who can't find work in their field, the cashier at your supermarket, the salesperson at your big box store, a home health aide, an office clerk. At some point, ALICE may have even been you.

With the cost of living higher than what most people earn, ALICE households live in every county in Texas — urban, suburban, and rural — and they include women and men, young and old, of all races and ethnicities. As diverse as ALICE is, single parent families, often with a female head of household, account for 41 percent of the state's households that are ALICE or below the Federal Poverty Level. In Texas, ALICE is 24% Caucasian, 42% Hispanic, 37% Black, and 23% Asian.

ALICE households are working households; they hold jobs, pay taxes, and provide services that are vital to the Texas economy. ALICE workers primarily hold jobs in occupations that build and repair our infrastructure and educate and care for the workforce. This range of jobs is broader than the service sector, and these occupations ensure that the economy runs smoothly.

Texas' workforce faces a future dominated by low-paying jobs requiring few advanced educational credentials. From 2016 to 2026, most of the fastest-growing jobs in Texas (79%) will pay less than \$20 per hour.

ALICE Household Survival Budget: The Household Survival Budget is a bare-minimum survival budget, not a "get-ahead" budget. It calculates the actual costs of basic necessities (housing, child care, food, transportation, health care, and a low-cost smartphone plan) in Texas. It does not allow for dinner at a restaurant, holiday gifts, or any savings.

TOP FIVE THINGS TO KNOW

1. 42% of Texas households and 40% of Greater Houston area households are ALICE or below and struggle to meet basic needs.
2. The Federal Poverty Level for a family of four is \$24,300, while in Harris County, that family needs \$61,404 just to survive.
3. In Texas, 62% of jobs pay less than \$20 per hour, with two-thirds of those paying between \$10 and \$15 per hour. A full-time job that pays \$15 per hour grosses \$30,000 per year, which is just over half of the Household Survival Budget for a family of four in Texas.
4. The ALICE Income Assessment estimates that ALICE and poverty-level households in Texas earn 47 percent of what is required to meet their needs. Resources from nonprofits and federal, state, and local governments provide \$23.6 billion in goods and services, with an additional \$44.9 billion in health care spending. However, there remains an unfilled gap of \$34 billion, or 18 percent of total need, in order for all households to have enough for the ALICE Survival Budget.
5. United Way of Greater Houston is working to help ALICE meet basic needs and create a pathway to a successful future. If you are ALICE, call the 2-1-1 Texas/United Way HELPLINE to get started.

COMMON ALICE OCCUPATIONS:

Retail Salespersons	Customer Service Representatives	Laborers and Movers
Office Clerks	Waiters and Waitresses	Secretaries and Administrative Assistants
Food Prep, Including Fast Food	Stock Clerks	Elementary School Teachers
Cashiers	Personal Care Aides	Maintenance Workers

WHO AND WHAT IS BEHIND THE ALICE REPORT?

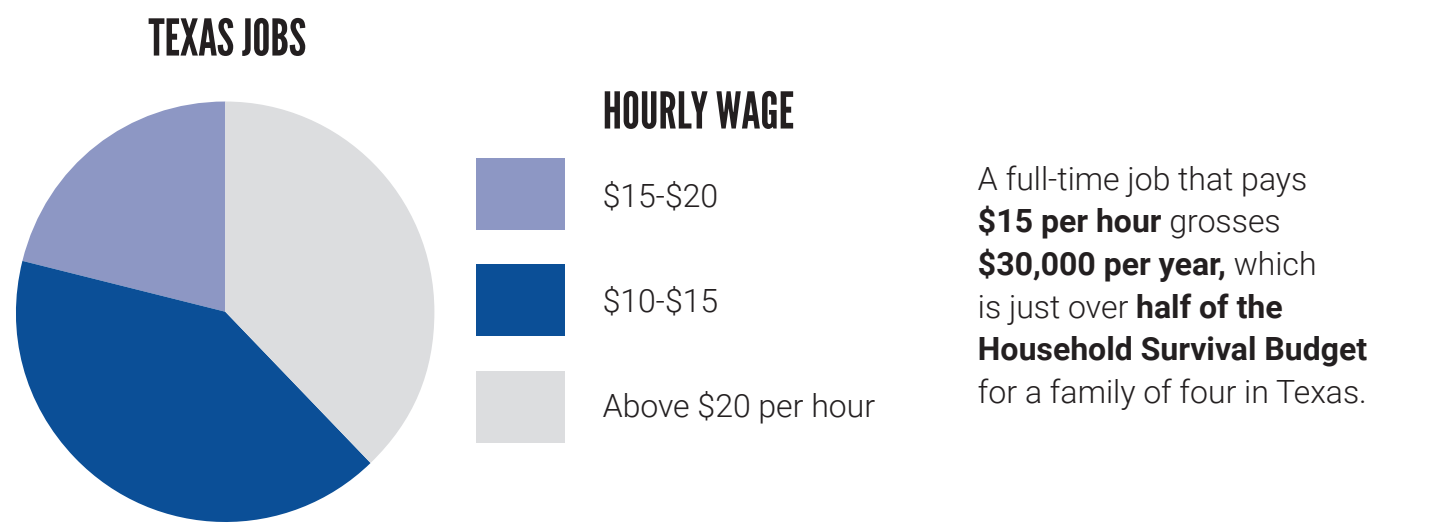
The ALICE Report has grown from a pilot in Morris County, New Jersey in 2009, to the entire state of New Jersey in 2012, and now to 18 states. United Way of Greater Houston and United Ways of Texas join more than 540 United Ways that are working to better understand ALICE’s struggles.

Stephanie Hoopes, Ph.D. is director of the ALICE Project and, before joining United Way, taught at Rutgers University-Newark and Columbia University, and at the Universities of Sussex and Birmingham in the United Kingdom. Hoopes has a doctorate degree from the London School of Economics, a master’s degree from the University of North Carolina at Chapel Hill, and a bachelor’s degree from Wellesley College.

To produce the ALICE Report for Texas, a team of researchers led by Dr. Hoopes, collaborated with a Research Advisory Committee, composed of 13 representatives from across Texas, who advised and contributed to the report.

This collaborative model, practiced in each state, ensures each report presents unbiased data that is replicable, easily updated on a regular basis, and sensitive to local context.

The Report examines issues surrounding ALICE households from different angles to draw the clearest picture with the range of data available. Sources include the American Community Survey, the U.S. Department of Housing and Urban Development, the U.S. Department of Agriculture, the Bureau of Labor Statistics at the U.S. Department of Labor, the Internal Revenue Service, and the Tax Foundation, as well as these agencies’ Texas state counterparts and the Texas Workforce Commission. State,



county, and municipal data is used to provide different lenses on ALICE households.

Every two years, the ALICE Project engages external experts to scrutinize the ALICE

methodology and sources and ensure that the best local data is presented. This rigorous process results in enhancements to the methodology and new ideas for how to more accurately measure and present data on financial hardship.

WHAT DOES THE ALICE DATA SHOW?

None of the economic measures traditionally used to calculate the financial status of Texas' households, such as the Federal Poverty Level, consider the actual cost of living in each county in Texas or the wage rate of jobs in the state.

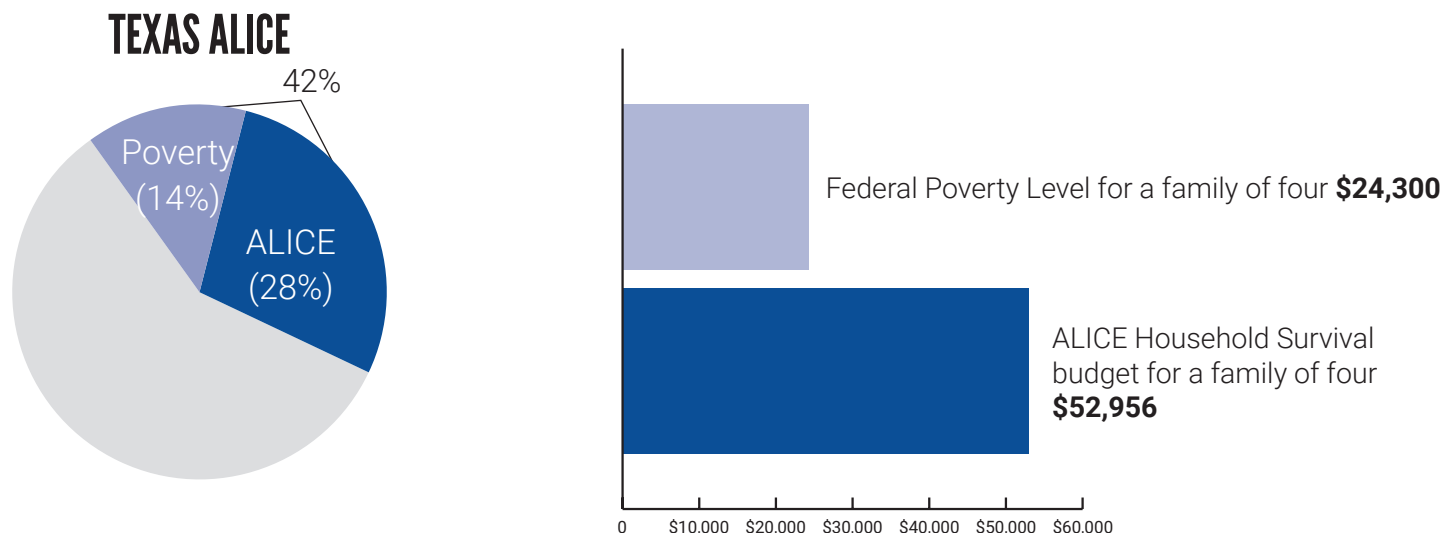
The ALICE Report provides better measures and language to describe the sector of Texas' population that struggles to afford basic household necessities. It presents a more accurate picture of the economic reality in the state, especially regarding the number of households that are severely economically challenged.

The ALICE Report is about far more than poverty: It reveals profound changes in the structure of Texas' communities and jobs. The ALICE measures show how many households in the state are struggling. In Texas there are 2,648,163 ALICE households that have income above the Federal Poverty Level but below the ALICE Survival Budget. When combined with households below the poverty level, in total, 4,025,176 households in Texas — 42 percent — struggled to make ends meet in 2016.

TEXAS SNAPSHOT

- Population: 27,862,596
- Number of Households: 9,557,706
- Median Household Income: \$56,565
- ALICE Households: 28%
- Households in Poverty: 14%
- Total households struggling to get by: 42%
- Amount needed for Household Survival Budget: \$52,956

The ALICE Income Assessment estimates that ALICE and poverty-level households in Texas earn 47 percent of what is required to meet their needs. Resources from nonprofits and federal, state, and local governments provide \$23.6 billion in goods and services, with an additional \$44.9 billion in health care spending. However, there remains an unfilled gap of \$34 billion, or 18 percent of total need, in order for all households to have enough for the ALICE Survival Budget.



UNITED WAY OF GREATER HOUSTON'S SERVICE AREA

In United Way of Greater Houston's four-county service area (Harris, Fort Bend, Montgomery, and Waller counties), **40% of households are ALICE or below.**

In 2018, 1.2 million of our neighbors contacted the 2-1-1 Texas/United Way HELPLINE for help. The top needs were: food, utility assistance, medical/prescription assistance, rent/mortgage assistance, and help with disaster recovery.

HARRIS COUNTY SNAPSHOT

- Population: 4,589,928
- Number of Households: 1,606,399
- Median Household Income: \$56,377
- ALICE Households: 28%
- Households in Poverty: 15%
- Total households struggling to get by: 43%
- Amount needed for Household Survival Budget: \$61,404

In 2018, 409,262 of Harris County residents contacted the 2-1-1 Texas/United Way HELPLINE for help. The top needs were: medical care/services, food assistance, disaster recovery services, utility assistance, and rent/mortgage assistance.

FORT BEND COUNTY SNAPSHOT

- Population: 741,237
- Number of Households: 230,121
- Median Household Income: \$90,680
- ALICE Households: 22%
- Households in Poverty: 8%
- Total households struggling to get by: 30%
- Amount needed for Household Survival Budget: \$61,404

In 2018, 27,583 of Fort Bend County residents contacted the 2-1-1 Texas/United Way HELPLINE for help. The top needs were: medical care/services, food assistance, utility assistance, disaster recovery services, and rent/mortgage assistance.

MONTGOMERY COUNTY SNAPSHOT

- Population: 556,203
- Number of Households: 193,637
- Median Household Income: \$71,123
- ALICE Households: 22%
- Households in Poverty: 10%
- Total households struggling to get by: 32%

- Amount needed for Household Survival Budget: \$61,404

In 2018, 17,382 of Montgomery County residents contacted the 2-1-1 Texas/United Way HELPLINE for help. The top needs were: food assistance, medical care/services, utility assistance, disaster recovery services, rent/mortgage assistance.

WALLER COUNTY SNAPSHOT

- Population: 47,049
- Number of Households: 14,082
- Median Household Income: \$53,508
- Average Annual Household Income: \$45,744
- ALICE Households: 34%
- Households in Poverty: 17%
- Total households struggling to get by: 51%

- Amount needed for Household Survival Budget: \$61,404

In 2018, 2,887 of Waller County residents contacted the 2-1-1 Texas/United Way HELPLINE for help. The top needs were: food assistance, medical care/services, utility assistance, disaster recovery services, rent/mortgage assistance.

Household Survival Budgets shown are for a family of four, including an infant and a pre-school aged child. For budgets relevant to other family compositions, visit unitedwayalice.org/texas.

MEET ALICE

Christie had a plan. She was going to finish her master's degree, get a job as a librarian and give her family a good life. Then her husband became abusive. Before she knew it, Christie was ALICE.

The night the police came, she borrowed enough money from her mom to rent an apartment, put her three daughters and whatever else would fit into her car, and never looked back.

Suddenly, Christie was struggling just to get by. She had to earn more to survive, so she dropped her graduate classes to part-time and started working full-time while she finished school.

Even after Christie earned her degree and landed a job, she didn't have anything extra. It took everything she had just to make ends meet every month.

United Way of Greater Houston and United Way THRIVE are here to help families, like Christie's, build better futures. Through United Way THRIVE, Christie took budgeting, credit counseling, and homeownership courses. She worked with a financial coach and even enrolled in a matched savings program that provided a match on the money she saved to buy a home.

"I wanted to be able to get a house I could afford on my income so I would never be in that position again," Christie says. "Walking through the doors and being able to tell my children that this is our house, this is where we're going to live, this is our neighborhood, I can't even describe it."

WHAT IS UNITED WAY OF GREATER HOUSTON DOING ABOUT IT?

United Way of Greater Houston is committed to giving people in our community opportunities to thrive. We know that stronger families mean a strong community for us all and so we work to lift up our neighbors by helping them meet their basic needs and by helping them carve out and move along a path to a more successful future.

A key component of United Way of Greater Houston's work is helping hardworking, lower-income families achieve financial stability through **United Way THRIVE**, a United Way-led community collaborative.

United Way THRIVE is a network of more than 20 nonprofit partners and partners from the business, government, and education sectors that work together to help families become self-sufficient and strong by increasing their income, building savings, and acquiring assets.

United Way THRIVE, now in its 11th year, has helped 211,000 families achieve financial stability, generating \$1.1 billion in value for clients through increased wages, savings, and assets, and maintaining a 10:1 return on investment.

Looking ahead to 2023, community needs are projected to look a lot like they do today – people need help with the basics, like food and housing, and a growing undereducated, underemployed population needs help forging and traveling a path to stability and success.

We know that our work to lift up families and help them become financially stable is more important than ever. Our **Second Century Vision** for our next 100 years is to grow this work and create opportunities for our neighbors to not just survive, but thrive by:

- Helping with basic needs, like food, shelter, and health care, so people can start thinking about the future.
- Helping people achieve and maintain financial stability through services like job training, education, and financial coaching.
- Providing opportunities for people to thrive by helping them with affordable quality child care, before and after school programs, and mental health services.

We will do this work strategically, with a focus on providing solutions our neighbors need now and addressing problems at their root to help prevent need in the future.

Our **2-1-1 Texas/United Way HELPLINE** remains one of our community's best resources and the number to call for social service resources from basic needs to help achieving financial stability. It is a 24/7/365 number to call for help and hope and is the primary entry point for United Way's network of services. Last year alone, 2-1-1 connected more than 1.2 million of our neighbors with help.

If you are ALICE, call our 2-1-1 Texas/United Way HELPLINE for help with the basics and a path to a more secure future. If you want to help ALICE, monitor and speak out on critical issues, educate your friends and neighbors about the reality many hardworking families face, and watch for important updates on this work from United Way of Greater Houston.

The ALICE report for the entire state of Texas, including county budgets and scenarios for a variety of family compositions, plus methodology, is available at **unitedwayalice.org/texas**.

A.L.I.C.E.

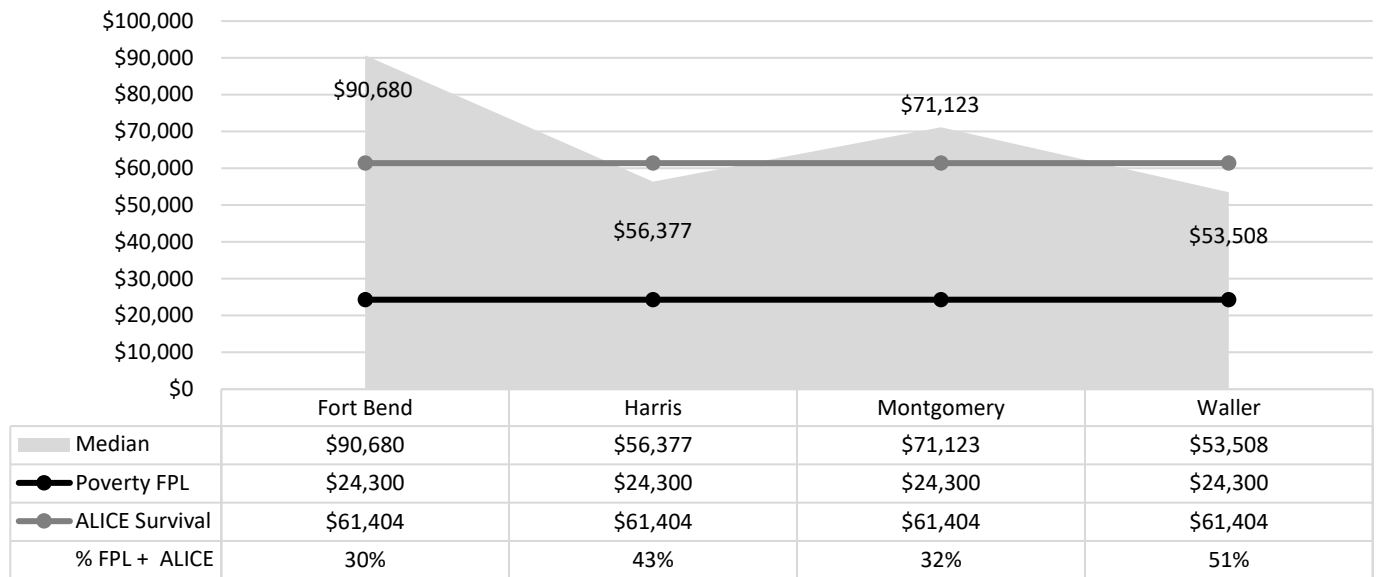
Four-County Area

Population: 5,907,417 • **Number of Households:** 2,044,239

ALICE Households: 547,258 - 27% (state average: 28%) • **Households in Poverty:** 278,945 - 14% (state average: 14%)

ALICE and Poverty Households: 826,203 – 40% of Households

ALICE by County



Household Survival Budget

Survival Budget	Single Adult	2 Adults, 1 Infant, 1 Preschooler
Monthly Costs		
Housing	\$684	\$948
Child Care	\$0	\$1,201
Food	\$158	\$525
Transportation	\$386	\$771
Health Care	\$191	\$704
Technology	\$55	\$75
Miscellaneous	\$172	\$465
Taxes	\$244	\$428
Monthly Total	\$1,890	\$5,117
ANNUAL TOTAL	\$22,680	\$61,404
Hourly Wage	\$11.34	\$30.70

The survival budget is the same across all four counties and higher than the Texas average of \$19,428 annually for single and \$52,956 annually for four-member households.

A.L.I.C.E.

Four-County Area

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ALICE by County

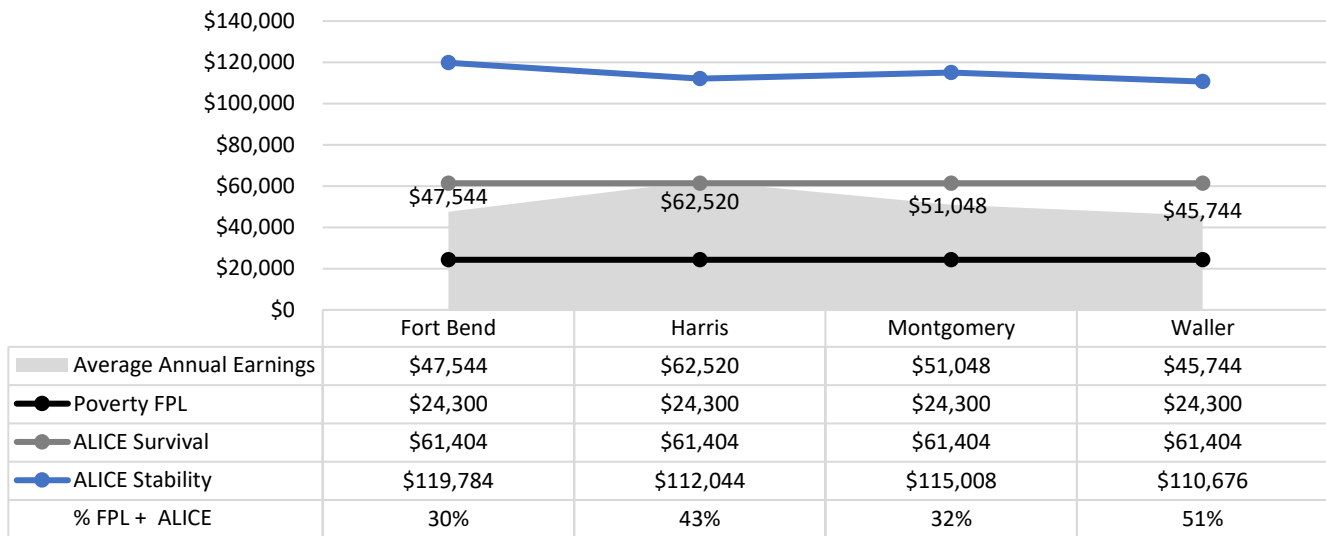


Chart based on four-member households. For more budget scenarios, contact UWGH.

Household Survival Budget			Household Stability Budget		
Survival Budget	Single Adult	2 Adults, 1 Infant, 1 Preschooler	County	Single Adult	2 Adults, 1 Infant, 1 Preschooler
Monthly Costs			Fort Bend		
Housing	\$684.00	\$948.00	Monthly Total	\$3,137	\$9,982
Child Care	\$0.00	\$1,201.00	ANNUAL TOTAL	\$37,644	\$119,784
Food	\$158.00	\$525.00	Hourly Wage	\$18.82	\$59.89
Transportation	\$386.00	\$771.00	Harris		
Health Care	\$191.00	\$704.00	Monthly Total	\$3,137	\$9,337
Technology	\$55.00	\$75.00	ANNUAL TOTAL	\$37,644	\$112,044
Miscellaneous	\$172.00	\$465.00	Hourly Wage	\$18.82	\$56.02
Taxes	\$244.00	\$428.00	Montgomery		
Monthly Total	\$1,890.00	\$5,117.00	Monthly Total	\$3,137	\$9,584
ANNUAL TOTAL	\$22,680.00	\$61,404.00	ANNUAL TOTAL	\$37,644	\$115,008
Hourly Wage	\$11.34	\$30.70	Hourly Wage	\$18.82	\$57.50
			Waller		
			Monthly Total	\$3,137	\$9,223
			ANNUAL TOTAL	\$37,644	\$110,676
			Hourly Wage	\$18.82	\$55.34

The survival budget is the same across all four counties and higher than the Texas average of \$19,428 annually for single and \$52,956 annually for four-member households.

For the budget breakdown information, contact UWGH.

A.L.I.C.E.

Harris County

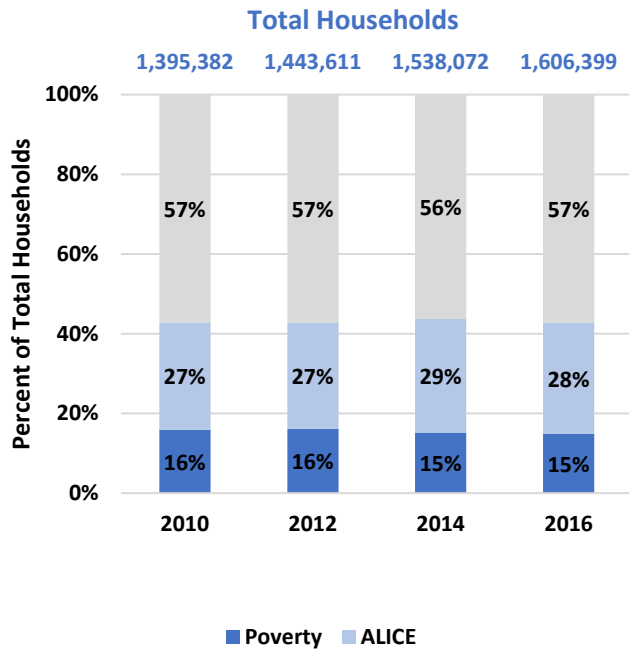
Population: 4,589,928 • **Number of Households:** 1,606,399

Median Household Income: \$56,377 (state average: \$56,565)

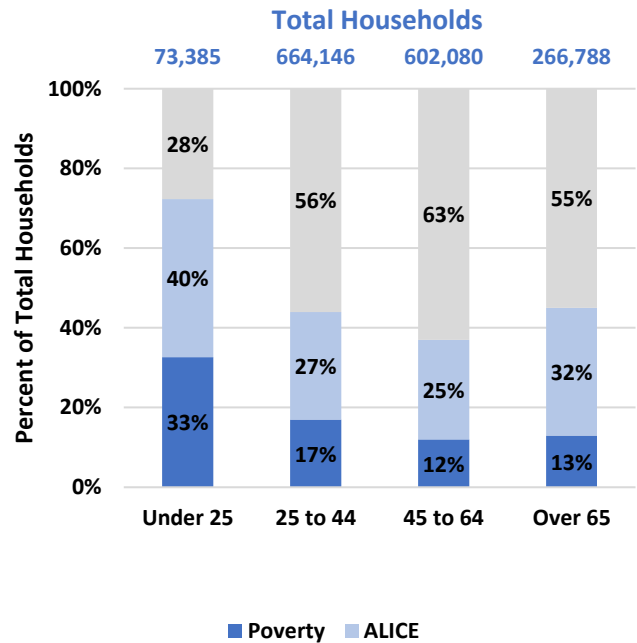
Unemployment Rate: 6.5% (state average: 5.6%)

ALICE Households: 28% (state average: 28%) • **Households in Poverty:** 15% (state average: 14%)

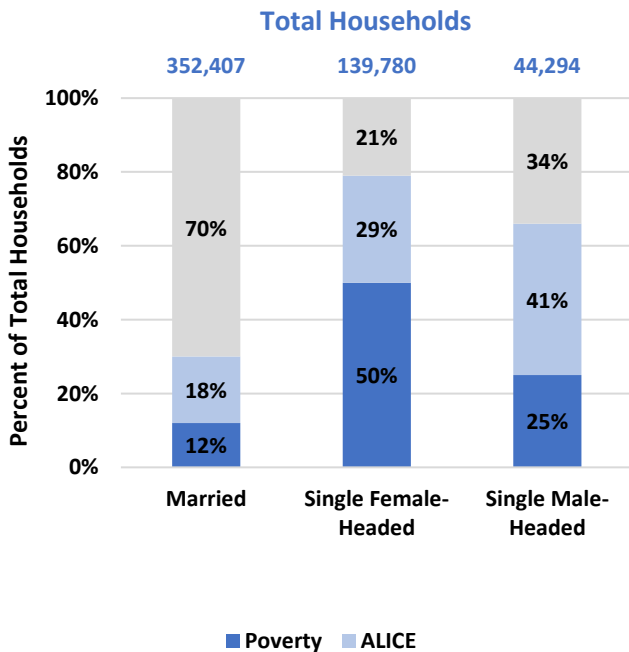
Households by Income, 2010 to 2016



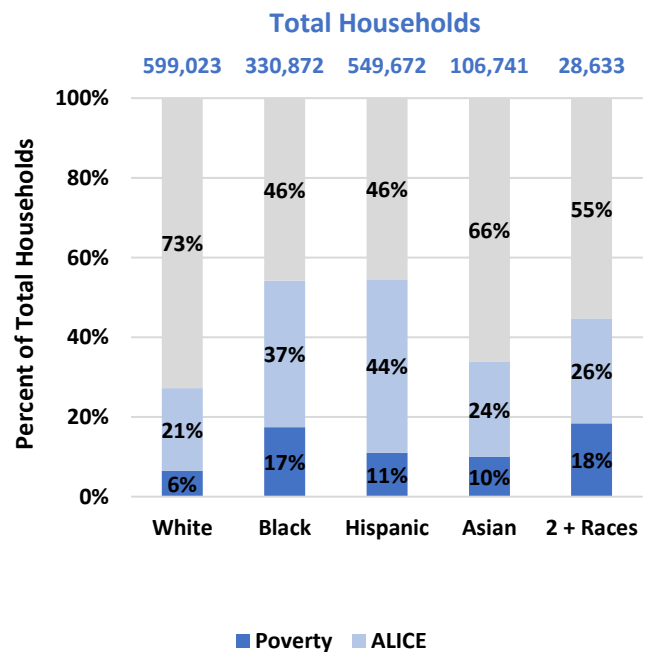
Households by Age, 2016



Families with Children, 2016



Households by Race/Ethnicity, 2016



A.L.I.C.E.

Fort Bend County

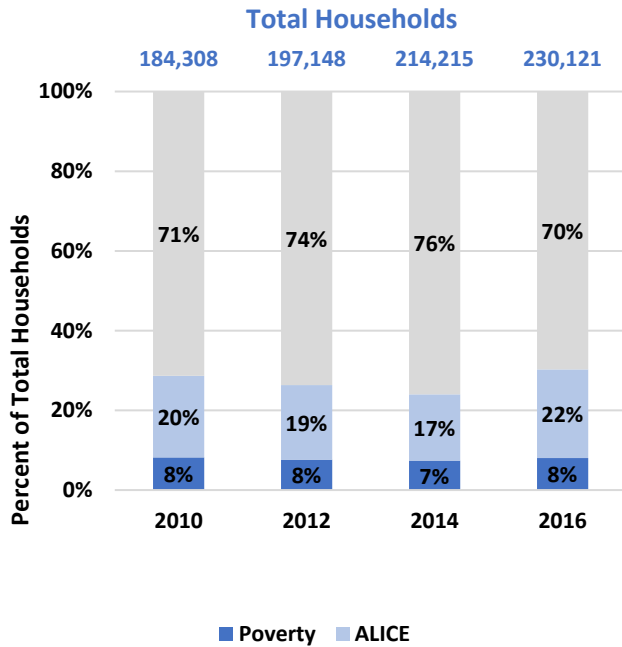
Population: 741,237 • **Number of Households:** 230,121

Median Household Income: \$90,680 (state average: \$56,565)

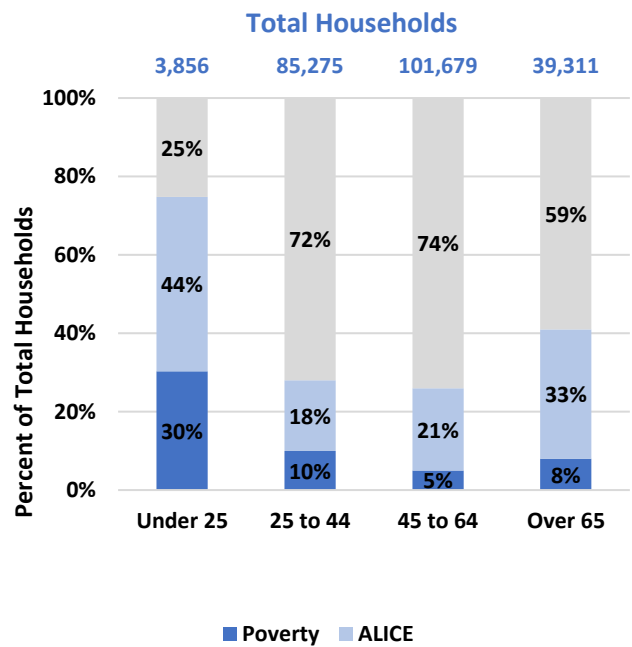
Unemployment Rate: 6.5% (state average: 5.6%)

ALICE Households: 22% (state average: 28%) • **Households in Poverty:** 8% (state average: 14%)

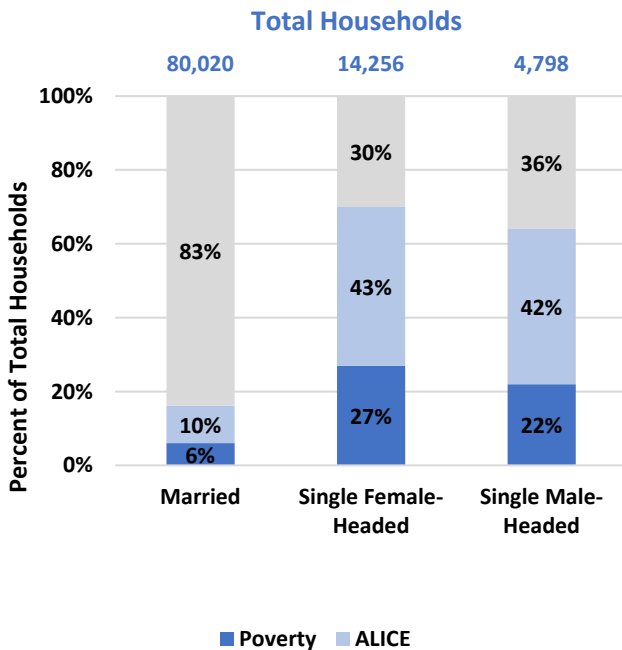
Households by Income, 2010 to 2016



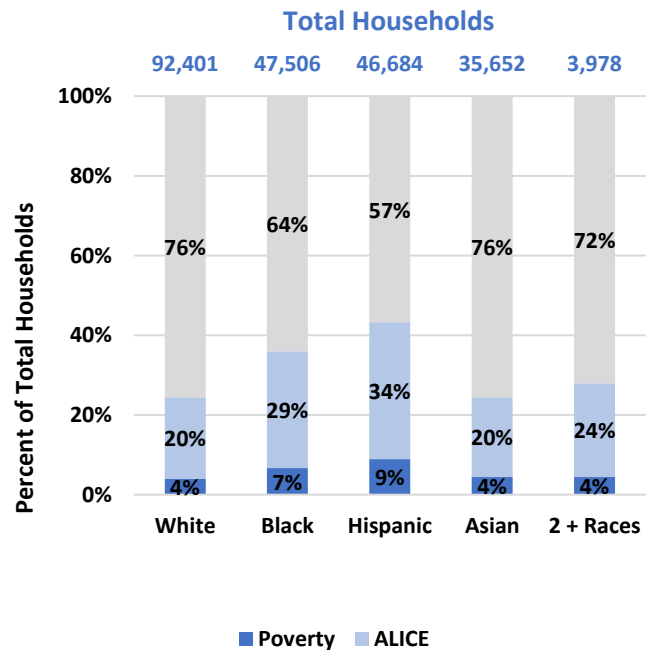
Households by Age, 2016



Families with Children, 2016



Households by Race/Ethnicity, 2016



A.L.I.C.E.

Montgomery County

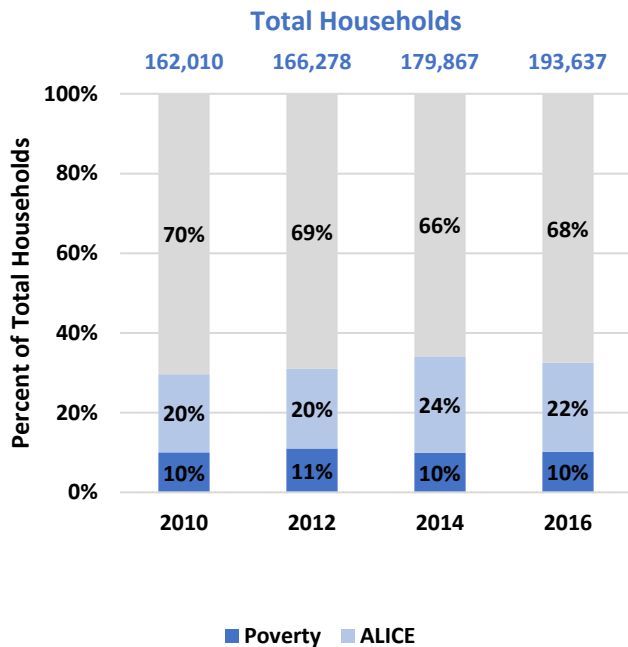
Population: 556,203 • **Number of Households:** 193,637

Median Household Income: \$71,123 (state average: \$56,565)

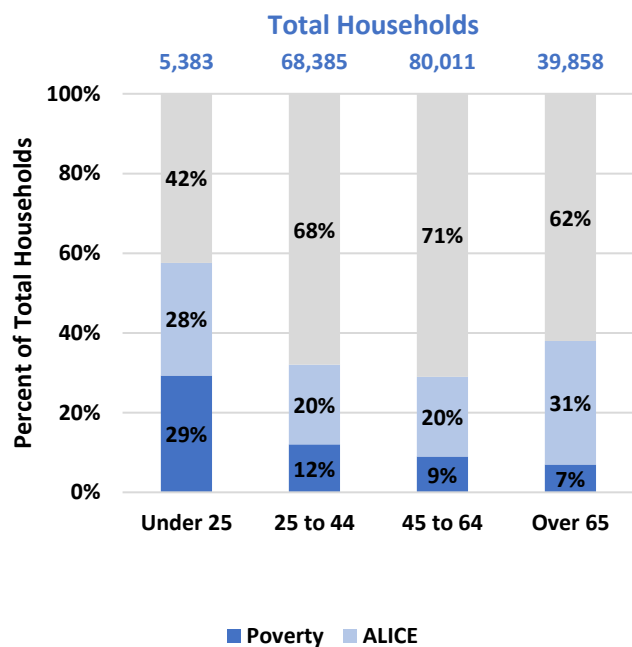
Unemployment Rate: 4.7% (state average: 5.6%)

ALICE Households: 22% (state average: 28%) • **Households in Poverty:** 10% (state average: 14%)

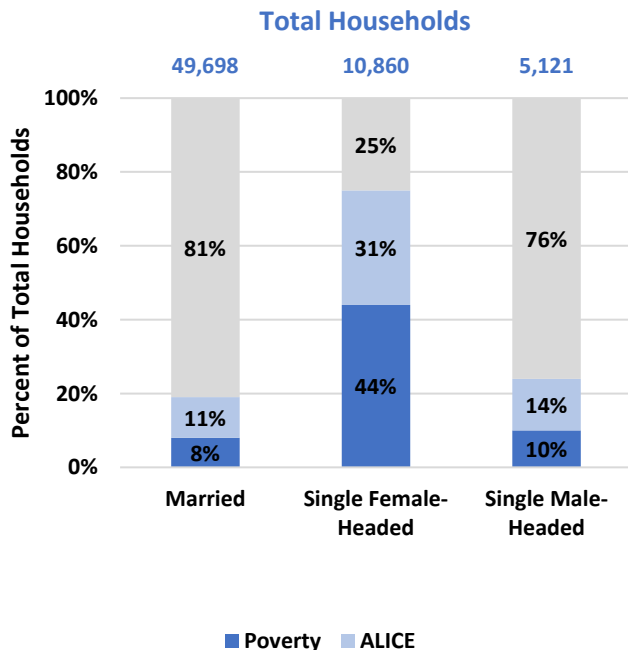
Households by Income, 2010 to 2016



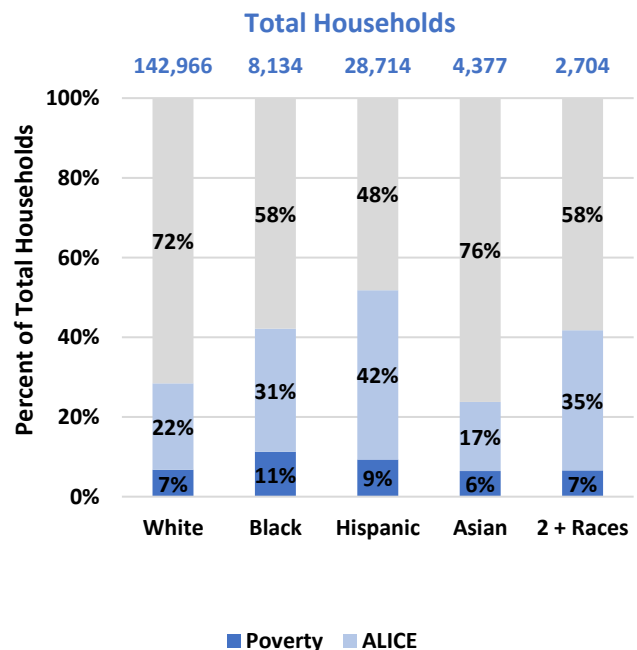
Households by Age, 2016



Families with Children, 2016



Households by Race/Ethnicity, 2016



A.L.I.C.E.

Waller County

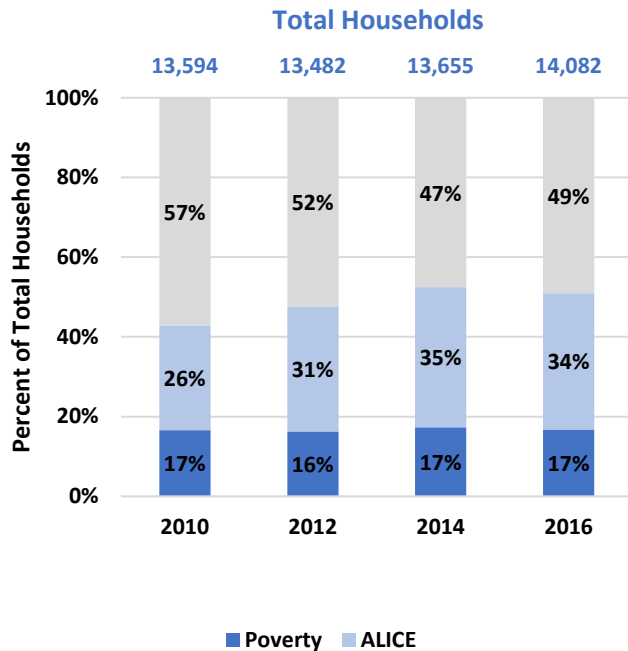
Population: 47,049 • **Number of Households:** 14,082

Median Household Income: \$53,508 (state average: \$56,565)

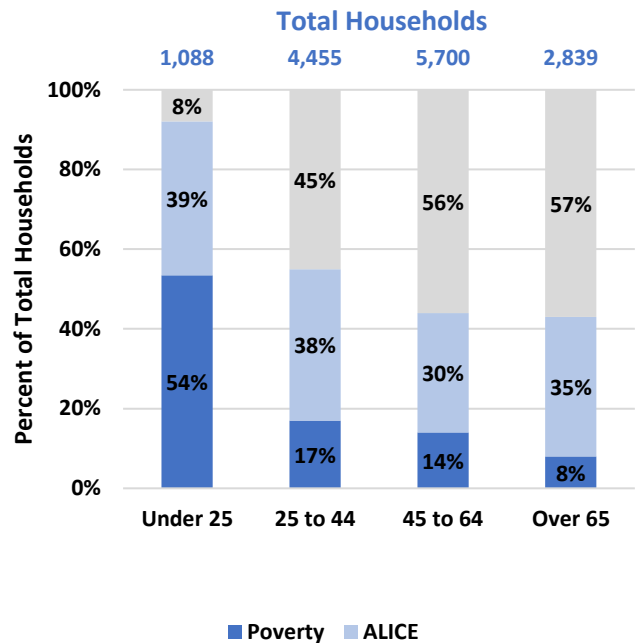
Unemployment Rate: 9.0% (state average: 5.6%)

ALICE Households: 34% (state average: 28%) • **Households in Poverty:** 17% (state average: 14%)

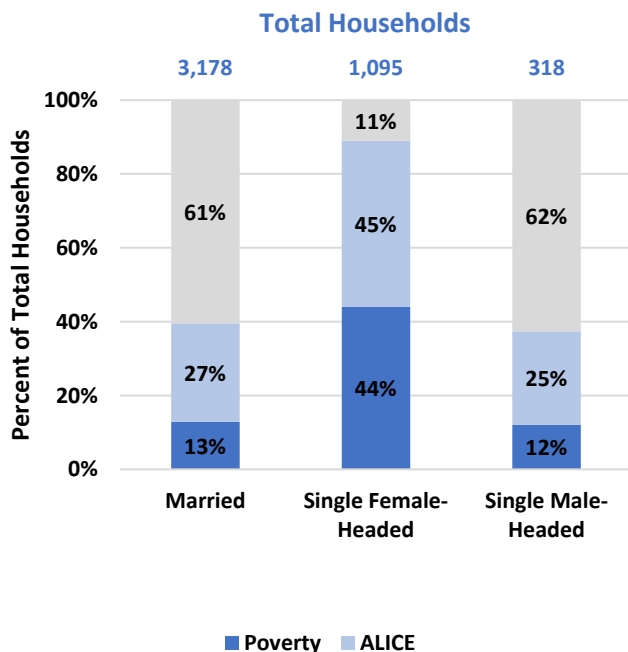
Households by Income, 2010 to 2016



Households by Age, 2016



Families with Children, 2016



Households by Race/Ethnicity, 2016

