



## **Agency Capacity Fund Overview**

For nearly 85 years, generous donors have helped United Way Peterborough & District (UWP) build a stronger, more inclusive community. Through strategic investments, we work to improve lives and create real change by addressing the most pressing social issues in Peterborough. Together, we're making our community a better place for everyone to live, work, and thrive.

The Agency Capacity Fund is UWP's largest reinvestment of donor contributions to date. This new fund supports registered human and social service charities across the City and County of Peterborough that are enhancing capacity to deliver inclusive programs and services. It reflects our deep commitment to reconciliation, equity, accessibility, diversity, and inclusion (READI), and collaboration. We prioritize organizations that elevate the voices of people with lived/living experience.

UWP is issuing a Request for Applications from eligible organizations that align with our community impact focus areas:

### **Poverty To Possibility**

### **Strong & Healthy Communities**

### **3 Year Funding (2026 – 2029)**

Each successful applicant will receive \$25,000 annually for three years, totaling \$75,000 per organization. Funding for 2026–2027 is confirmed at \$25,000 per organization. Funding for future years is subject to change based on campaign donations. Funding may be used for operating costs, program delivery and/or project-specific expenses.

### **Our Shared Goal**

Over the next three years, our goal is to strengthen the capacity of local charities to address poverty and social exclusion by:

- Fostering collaboration.
- Breaking down systemic barriers.
- Creating opportunities for everyone to thrive.

We invite you to apply and join us in creating a more equitable and resilient Peterborough.



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## Eligibility Requirements

This funding opportunity is open to registered charities that primarily provide direct human or social services in the City or County of Peterborough that meet the following criteria:

1. Show a commitment to United Way Peterborough & District's investment principles.
2. The primary work of the organization aligns with one or both of United Way Peterborough & District's strategic focus areas.
3. Have been in operation for at least two years.
4. Are willing and able to host a United Way Peterborough & District workplace campaign (materials and support provided).

### Ineligible Applicants

Funding is not available for: individuals, religious, political or government institutions.

## Application Review Process & Writing Strong Outcomes

Applications are reviewed independently by a panel of trained community volunteers. Reviewers follow confidentiality and conflict of interest policies to ensure fairness. We focus on strategic alignment and community impact, not organizational size.

### Strategic Fit

Your application will be assessed for how well your primary work aligns with our focus areas:

- Poverty To Possibility
- Strong & Healthy Communities

### Investment Principles

Your application will be assessed for support for Reconciliation, Equity, Accessibility, Diversity, Inclusion, and Collaboration. Reviewers will look at your progress and commitment to practices, not perfection.

## Scoring Breakdown

Criteria	Weight	What Reviewers Are Looking For
Strategic Fit	40%	How well does the primary work of the agency align with the focus areas: Poverty To Possibility and/or Strong & Healthy Communities?
Alignment With Investment Principles	30%	How well does the primary work of the agency align with the investment principles: reconciliation, equity, accessibility, diversity, inclusion, and collaboration.
Evaluation & Learning	20%	Is there a clear plan to measure success, track progress, and learn from the initiative?
Experience & Capacity	10%	Does the organization have the experience and capacity to carry out the proposed work effectively?

This scoring approach ensures that every application is assessed on its own merits, with a strong focus on community-driven solutions, strategic relevance, and inclusive practices. We encourage organizations of all sizes to apply, knowing that purpose and connection to community needs are what truly drive impact.

## Tips for Writing A Good Application

- Start with where you are now – use any baseline data you have
- Set realistic goals – think about what’s achievable in 1–3 years
- Connect to your mission – make sure your outcomes reflect your values
- Use plain language – keep it clear and easy to understand

## **Application Process & Timelines**

### **Step 1: Attend a Mandatory Information Session**

All applicants must attend one of the following online/virtual sessions to learn about the funding opportunity, eligibility, and how to apply:

Session 1: September 23, 2025 | 12:00–1:00 PM

Session 2: October 1, 2025 | 9:30–10:30 AM

To register, email your preferred session to [impact@uwpeterborough.ca](mailto:impact@uwpeterborough.ca)

### **Step 2 – Questions Following The Mandatory Information Sessions**

An optional virtual group coaching session will be held on October 6, 2025 | 10:00–11:00 AM to answer questions that were not addressed in the mandatory information session or subsequent updates. The complete list of questions and answers will be sent to registered participants on October 8<sup>th</sup>.

### **Step 3: Submit Your Application**

**Deadline:** October 15, 2025 at 12:00 PM (noon)

**Submit to:** [impact@uwpeterborough.ca](mailto:impact@uwpeterborough.ca)

#### **Required Documents:**

- Completed Excel application form
- Most recent Annual Report
- Most recent Audited Financial Statement (or Review Engagement if annual revenue is under \$500,000)

### **Step 4: Funding Decisions & Agreements**

- Decisions Announced: By December 31, 2025
- Agreements Finalized: February–March 2026

### **Important Notes**

- UWP cannot offer one-on-one support or review drafts.
- All questions must be submitted by October 4 in advance of the October 6th optional virtual group meeting.
- All applications received will be considered final.



# Community Investment Model

Investment Principles			
Reconciliation		Equity	Accessibility
Diversity		Inclusion	Collaboration
Focus Areas			
Poverty To Possibility			
<b>Basic Needs</b> Community Priority: Everyone’s basic needs are met.		<b>Life Skills</b> Community Priority: Everyone has the skills and opportunities to realize their potential.	
Outcomes: <ul style="list-style-type: none"><li>• People have access to safe, affordable, and nutritious food.</li><li>• People have improved housing stability.</li><li>• Seniors and individuals of working-age have the capacity to manage personal finances and build assets.</li></ul>		Outcomes: <ul style="list-style-type: none"><li>• Children and youth are able to achieve their education and training goals.</li><li>• Parents are supported to provide a nurturing environment for their children.</li><li>• People have the necessary skills to support personal and vocational success.</li><li>• Individuals of working-age are able to secure meaningful and fulfilling employment.</li></ul>	
Strong & Healthy Communities			
<b>Community Supports</b> Community Priority: Everyone is supported and belongs.			
Outcomes:	<ul style="list-style-type: none"><li>• Older adults are able to remain in their homes longer.</li><li>• Individuals and families affected by mental illness or addiction receive treatment and support.</li><li>• Survivors of violence or trauma are supported to recover and rebuild their lives.</li><li>• People are supported to build a sense of belonging and improve well-being.</li></ul>		
Investment Streams			
Agency Capacity Fund	Priority Issues Fund	Research & Social Planning Initiatives	Neighbourhood Fund
Flexible, stable operational funding	Aligned with emerging high impact community priorities	High quality, local research and advocacy	Small grass roots grants to build community
3 Years	18 Months	Annual	Annual

## Community Priority Focus Areas

United Way Peterborough invests in two key areas: Poverty to Possibility and Strong and Healthy Communities. Each area includes specific community priorities and outcomes that guide our funding decisions.

Applicants must show how their programs contribute to one or more of these outcomes. You may choose outcomes from one or both focus areas. Priority will be given to organizations that clearly align with and can effectively deliver on their selected outcomes—whether broadly or with a focused approach.

### Poverty to Possibility:

Poverty is the result of multiple, complex, and often overlapping social issues. Individuals experiencing poverty may be challenged to meet their basic needs, live independently, and engage in community activities. As a community, high or disproportionate levels of poverty can impact people's sense of belonging, their feeling of safety, and their ability to access needed resources. In order to move people from poverty to possibility UWP has identified the following priorities and outcomes:

#### **Basic Needs: Everyone's basic needs are met.**

- People have access to safe, affordable, and nutritious food.
- People have improved housing stability.
- Seniors and individuals of working-age have the capacity to manage personal finances and build assets.

To achieve these outcomes, UWP will consider investing in strategies that:

- Provide emergency food access.
- Build knowledge and skills regarding food literacy, nutrition, preparation and use.
- Support individuals to secure and maintain stable housing.
- Provide training in the fundamentals of financial literacy and financial management.

#### **Life Skills: Everyone has the skills and opportunities to realize their potential.**

- Children and youth are able to achieve their education and training goals.
- Parents are supported to provide a nurturing environment for their children.
- People have the necessary skills to support personal and vocational success.
- Individuals of working-age are able to secure meaningful and fulfilling employment.



To achieve these outcomes, UWP will consider investing in strategies that:

- Provide mentorship, recreation, and education support for youth at risk.
- Build leadership, parenting, and coping skills within vulnerable families.
- Promote employment readiness for youth and others facing barriers to employment.
- Promote diverse learning options for adults who have lost contact with the system.
- Provide community jobs for people with disabilities.

### **Strong and Healthy Communities:**

Strong and healthy communities provide the environment necessary for individuals to achieve their goals and create lasting change in their lives. Strong communities are built on individual and collective assets such as coping strategies and social connections. Developing these assets can help to nurture vibrant communities where every individual has the opportunity to experience personal safety and wellbeing.

#### **Community Supports: Everyone is supported and belongs.**

- Older adults are able to remain in their homes longer.
- Individuals and families affected by mental illness or addiction receive treatment and support.
- Survivors of violence or trauma are supported to recover and rebuild their lives.
- People are supported to build a sense of belonging and improve well-being.

To achieve these outcomes, UWP will consider investing in strategies that:

- Support older adults to remain in their homes safely, independently, and comfortably.
- Build mental health resilience and recovery across all populations.
- Promote resilience and recovery for those living with an addiction.
- Support those affected by violence or trauma, and promote safety in relationships.
- Assist newcomers and others entering the community to settle successfully.

## Key Terms & Definitions

**Accessibility:** Accessibility refers to the intentional design and delivery of products, services, environments, and technologies that ensure equitable access for individuals with disabilities. In Ontario, accessibility is supported and enforced through key legislation, including the Accessibility for Ontarians with Disabilities Act (AODA), the Ontario Human Rights Code, and the Ontario Building Code. These laws collectively promote inclusive practices and remove barriers to participation in everyday life.

**Collaboration:** Organizations actively seek out and participate in opportunities for cross-agency communication and partnership that strengthen the community and the sector.

**Community Priority:** The category of human/social service issue identified and prioritized by our research and community process.

**Diversity:** Diversity is the presence of “difference” within a given setting. Differences can arise in our appearances, thoughts, likes and dislikes, values, and identities. Diversity among identities may relate to gender, race, ethnicity, religion, nationality, education, marital status, sexual orientation, ability, and socioeconomic status, to name a few.

**Equity:** Equity means fairness – fair treatment, fair access, fair opportunity and fair advancement for all people. Equity is an approach that ensures everyone is supported in their personal and professional development. Unlike equality, equity does not aim to treat all individuals in the exact same way. Instead, equity recognizes that advantages and barriers exist, and that as a result, different people have different needs.

**Focus Areas:** Our focus areas are defined by the United Way national community impact strategy, to assist UWs across the country to speak with one voice and to demonstrate with consistency how we stand for lasting, measurable change. Locally we focus on Poverty to Possibility and Strong & Healthy Communities.

**Inclusion:** Inclusion is the act of creating environments in which people feel like they can bring their authentic selves to work. It means everyone feels valued, respected, and appreciated for their unique identities, even when they’re different from others. Inclusion outcomes are met when you, your institution, your policies and programs are truly inviting to all, and extends to the degree in which diverse individuals are able to participate in decision-making processes and development opportunities.





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**Investment Principles:** UWP has identified a set of six (6) principles to guide our investment activities. Applicants seeking United Way funding are required to indicate how their activities align with these principles. The investment principles include: reconciliation, equity, accessibility, diversity, inclusion, and collaboration.

**Outcome:** Outcome is a description of the change in community condition that we intend to create with our community impact work and community investment strategy.

**Reconciliation:** Reconciliation is about establishing and maintaining a mutually respectful relationship between Aboriginal and non-Aboriginal peoples in this country. In order for that to happen, there has to be awareness of the past, an acknowledgement of the harm that has been inflicted, atonement for the causes, and action to change behaviour. Reconciliation is a continuous and ongoing process where we acknowledge the truth about our historic and present-day colonial and oppressive practices as well as the systems in place that are perpetuating them and then take responsibility over shame and blame for the changes that must happen to make us a more just society. At the core of this work is a re-imagining, re-establishing, and re-strengthening of the relationships with Indigenous peoples in a way that is respectful and focused on them and their needs.