



**Election 2018: Candidate Education Session**

**Human Services in Howard County**

**To be self-sufficient – to meet basic expenses without assistance – in Howard County in 2016:**

- a single adult would have had to earn \$34,924 (\$16.54 per hour).
- An adult with an infant would need to earn \$72,834 (\$34.49 per hour)
- an adult with two school-age children would have had to earn \$68,373,105 (\$32.37 per hour
- two adults with an infant and a preschooler would need to have 2 adults earning at least \$24.09 per hour for a total of \$101, 772.

\*Source: Center for Women’s Welfare, University of Washington, 2016.

**A major challenge face by lower-income residents is how to bridge the benefits cliff (increases in pay result in loss of benefits but are not enough for financial stability). To aid in bridging the cliff:**

- gradual decrease in benefits
- benefit transition navigators to advise, connect and support
- align timelines so people don’t lose all benefits at once

From 2011-2015, 24% (25,631) households in Howard County hand an annual income of less than \$60,000

***Howard County Household Income, 2011-2015***

<b>2015 Dollars</b>	<b>Households</b>	<b>Percent</b>
Less than \$30,000	10,526	9.7%
\$30,000 to \$59,999	15,105	13.9%
\$60,000 to \$74,999	8,401	7.7%
\$75,000 to \$99,999	14,379	13.2%
\$100,000 to \$199,999	40,565	37.4%
\$200,000 or more	19,579	18.0%
<b>Total</b>	<b>108,555</b>	<b>100.0%</b>

Source: U.S. Census Bureau American Community Survey, 5-year estimates, <http://factfinder.census.gov>.

**Challenges faced by human service providers include:**

1. Increased demand for services
2. Complexity of cases that require intensive and comprehensive service plans
3. Funding that limits the flexibility of a service plan
4. Increasing diversity of residents – language & cultural issues
5. Projected growth in older adult population
6. Lack of awareness among County residents that needs exist (i.e., homelessness, poverty, disabilities, youth aging out of foster care)
7. High cost of “self-sufficiency” in the County

## **Additional Background**

1. *2017 Self-Sufficiency Indicators Report*:  
<https://acshoco.org/resources/Website/Self%20Sufficiency%20Indicators/SSIR%202017%20Feb%2020%202018.pdf>
2. *ALICE Report Maryland*: <http://www.uwcm.org/main/alice/>
3. *Examining, Understanding, and Mitigating the Benefits Cliff Effect*:  
<https://www.ahaprocess.com/examining-understanding-and-mitigating-the-benefits-cliff-effect/>

## **The Howard County Nonprofit Sector**

### **What distinguishes a nonprofit?**

- Any surplus revenue is reinvested in the organization
- It is mission driven
- Volunteer leadership -While they may have paid staff, decisions on direction, structure, and activities are made by a volunteer Board of Directors

### **Nonprofit Sector in Howard County**

- Comprised 8% of the employment (13,923) and accounted for 9% of the wages
- 89% have budgets under \$250,000 with only 6% having budgets over \$1 Million. 67% have budgets under \$25,000.
- 29% are human service providers; 16% are health service providers; 28% are educational organizations

*Source: Maryland Nonprofits, Nonprofits by the Numbers, June 2016:*

<https://community.marylandnonprofits.org/spaces/48/member-community/files/1579/nonprofits-by-the-numbers-june-2016-final-pdf>

### **Challenges for Howard County nonprofits**

- Limited funding opportunities and a challenging fundraising environment
- Rising cost of doing business
- Attitudes toward nonprofit “overhead”
- Increased demand for accountability & reporting
- Attracting & retaining workforce with low wages and limited/no benefits
- Limited capacity for strategic planning and development
- NIMBY-ism