



UNITED IS THE WAY™

Fiscal Year End Report

United Way fights for the health, education, and financial stability of every person in every North Idaho community. Join us in making a difference—volunteer, advocate, or give today to help strengthen the place we all call home.



UNITED WAY
North Idaho



Letter From UWNI Board President



Dear Friends and Neighbors of North Idaho,

In 2026, I write to you with a heart full of gratitude—and with a hopeful ask. On behalf of the United Way of North Idaho (UWNI) staff and Board of Directors, thank you for standing with us this year. We want to share how your support is transforming lives in our community. We also want to invite you to join us in making an even greater impact in the year ahead.

A Year of Impact: Together, We're Building Stronger Communities

This year, our work has continued to focus on the four foundational pillars that drive our mission: education, financial stability, community resiliency and health. Guided by our vision, we are working to ensure that children succeed in school, individuals live healthy lives, and everyone has the opportunity to achieve financial well-being.

Here are a few highlights of what your partnership has made possible:

• School Readiness & Youth Opportunity:

Through our North Idaho Early Learning

Collaborative, we support families, businesses, and child care providers as we work together to create safe and affordable childcare in our community. READY! for Kindergarten program, we support parents and caregivers with tools and strategies to help their children enter school ready to learn. We also collaborate with partners on early education and literacy initiatives, like our Born Learning Trail.

- Financial Stability:** We focus on ALICE (Asset Limited, Income Constrained, Employed) families—working households who, despite working hard, struggle to make ends meet. From providing childcare scholarships to advocating for affordable, quality early childhood care, we strive to create systems that help these families thrive.

- Health & Communities:** Through partnerships like www.findhelpidaho.org, we seek to connect people with resources they need to live healthy lives. And with our Strengthening Families framework, we support caregivers and families with

resources around stress, nutrition, housing, and more.

- **Community Resiliency:** We serve as a convening force—bringing nonprofits, businesses, government, and volunteers together to tackle shared challenges. Invested in many collaborative groups, we see our ALICE Task Force as a truly transformational convening of organizations in the community who are committed to working together for greater impact.

Why Your Gift Matters

Every dollar you give stays local. Your generosity makes a difference right here, in North Idaho. UWNI works in the five northern counties of Idaho. This means that every dollar donated is contributed to sustaining programs in Boundary, Bonner, Kootenai, Shoshone, and Benewah. Our programs reach into each of these five counties and carry impact into some of northern Idaho's most rural areas, expanding geographical reach yearly.

Ways to Give

- Online: Visit www.uwnorthidaho.org/give
- Text to Give: Text GIVE to **833-740-6881**
- By Mail: United Way of North Idaho, **501 E. Lakeside Avenue, Suite 3, Coeur d'Alene, ID 83814**

Looking Forward

In 2026, we're renewing our commitment to innovation, equity, and collaboration. As we fund and deepen our partnerships, we're more determined than ever to meet our neighbors across Region 1, Idaho, where they are—and to help pave the way for a future where every child, family, and community can thrive.

Thank you for believing in our vision, for championing our mission, and for standing with United Way of North Idaho. Together, we are building a stronger, more resilient North Idaho—and the power of your investment will resonate for years to come.

With deep gratitude,

A handwritten signature in black ink that reads "Scott Bichesia". The signature is fluid and cursive, with a large, stylized "S" at the beginning.

United for ALICE

Asset Limited, Income Constrained, Employed

ALICE in Region One: Invisible, But Everywhere in North Idaho

ALICE – Asset Limited, Income Constrained, Employed – looks different in North Idaho than almost anywhere else in the state. In Region One, financial instability is shaped not just by income, but by rural geography, seasonal and service-based work, long commute distances, limited child care, and the rising cost of living in communities that were never built to be expensive.

Across Benewah, Bonner, Boundary, Kootenai, and Shoshone counties, between 27% and 36% of households live below the ALICE Threshold, even though most adults are working. In every county, median household income falls below the state average, and labor force participation is consistently lower, reflecting a regional economy built on care work, education, tourism, retail, natural resources, and small businesses – work that is essential, but often unstable and underpaid.

They are the people who show up every day – in our classrooms, clinics, grocery stores, construction sites, child care centers, and

small businesses – quietly navigating impossible financial tradeoffs between housing, food, child care, transportation, and health care.

ALICE is everywhere in Region One, but it is not experienced the same way everywhere. In Kootenai County, the region's economic and population center, one in three households still cannot afford the basic cost of living despite having the highest median income in North Idaho. In Shoshone and Benewah counties, lower wages combine with higher poverty rates, leaving more than half of households either ALICE or in poverty. In Boundary County, the overall ALICE rate appears lower, yet families with children – especially single-parent families – face some of the highest financial vulnerability in the state. In Bonner County, many ALICE households are working in tourism, hospitality, retail, and service jobs that are highly seasonal, making it difficult to maintain stable income year-round even while working full time.

These patterns tell a distinctly North Idaho story. ALICE households are not concentrated only in cities or only in rural places. They live in resort towns and former mining communities, in growing suburban neighborhoods and in remote mountain valleys. They are raising families, caring for elders, volunteering in schools and churches, and holding together the daily life of the region – while quietly trying to hold their own lives together.

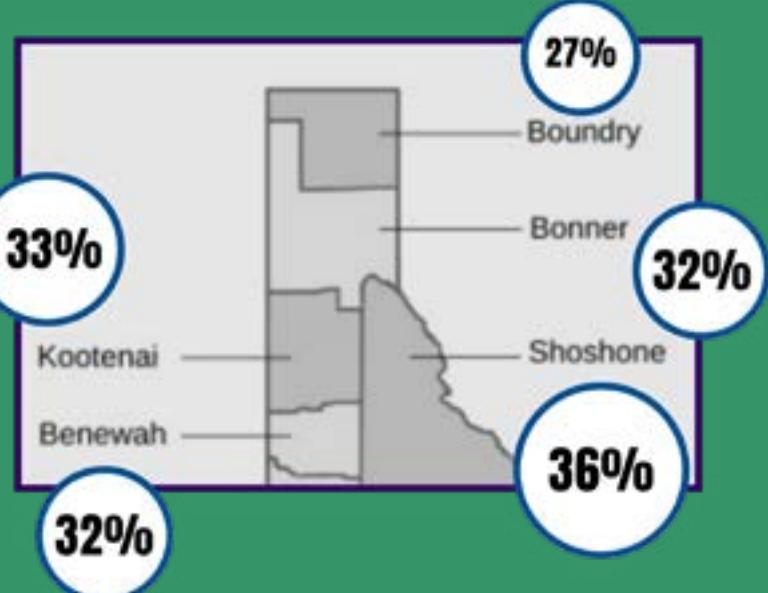
ALICE in Region One is invisible not because it is rare, but because it is woven into the fabric of everyday life. ALICE is not a separate group. ALICE is our neighbors. ALICE is North Idaho.

Seeing ALICE clearly allows us to see our region more honestly – and to build solutions that reflect the true economic reality facing working families across North Idaho today.



Who is ALICE?

ALICE Population by County



21 in 50 single male or female led households in Idaho are ALICE

27%

of Idaho Healthcare Support Workers

29%

of Idaho Bookkeepers & Accountants



Construction
Median Wage \$19.53

9%

Idaho Registered Nurses



Service Workers
Median Wage \$14.28

30%

of Idaho k-8th Educators



Fast Food Counter
Median Wage \$13.39



Cook
Median Wage \$15.36

5

Most Common ALICE Occupations



Personal Care Workers
Median Wage \$14.24

UNITED IS THE WAY™

UWNI Highlights

Finance & Events



Ride For ALICE, August, 2024

COSTCO WHOLESALE
Top Workplace Campaign by \$\$\$



Day of Caring, September, 2024



Spring Dash, April, 2025



\$13,825 raised to support ALICE Families
1,200 Participants ran to spread ALICE awareness and keep UWNI programs active

35 Participants



Professional Learning Community Event, March, 2025

DAY of ACTION

174 Volunteer Participants (600 Hours)



Professional Learning Community Event, November, 2024



Volunteer North Idaho Launch, May, 2025

ALL IN ONE VOLUNTEER NORTH IDAHO
2025: VNI Launch
2026: 70 nonprofit partners and growing

UNITED WAY
North Idaho

Over 20K raised by UWNI Events July 2024-June 2025

Impact By \$\$\$



\$6 morning coffee 5 days a week at **\$30 a week**

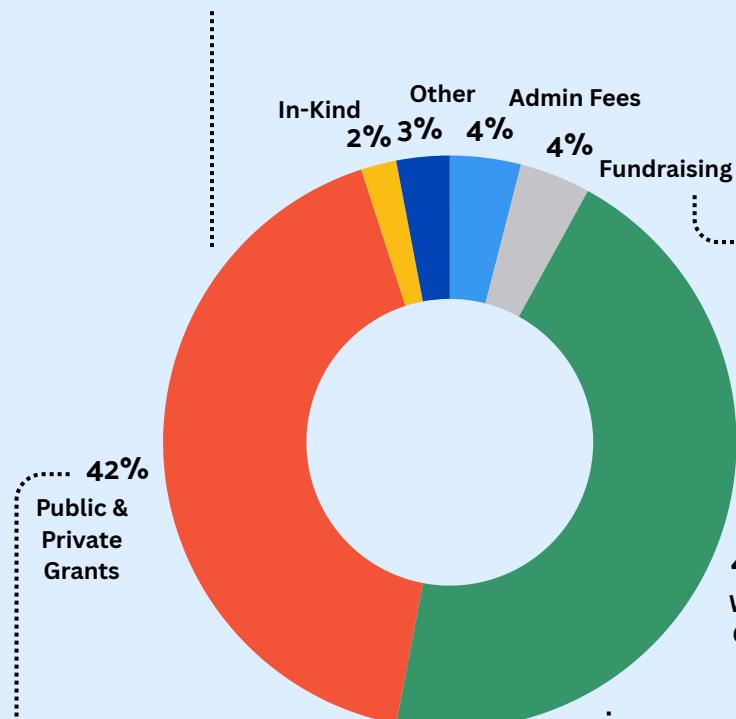
\$30 in gas money for a **single parent** household



\$200 a month on subscription services (streaming, apps, memberships, etc.)

Cover the Health Care costs of **two ALICE** households of two (65+)

Revenue Report



Take out **3x a month** at **\$25**



\$75 in groceries for ALICE Families



\$50 Online Shopping **a Month**

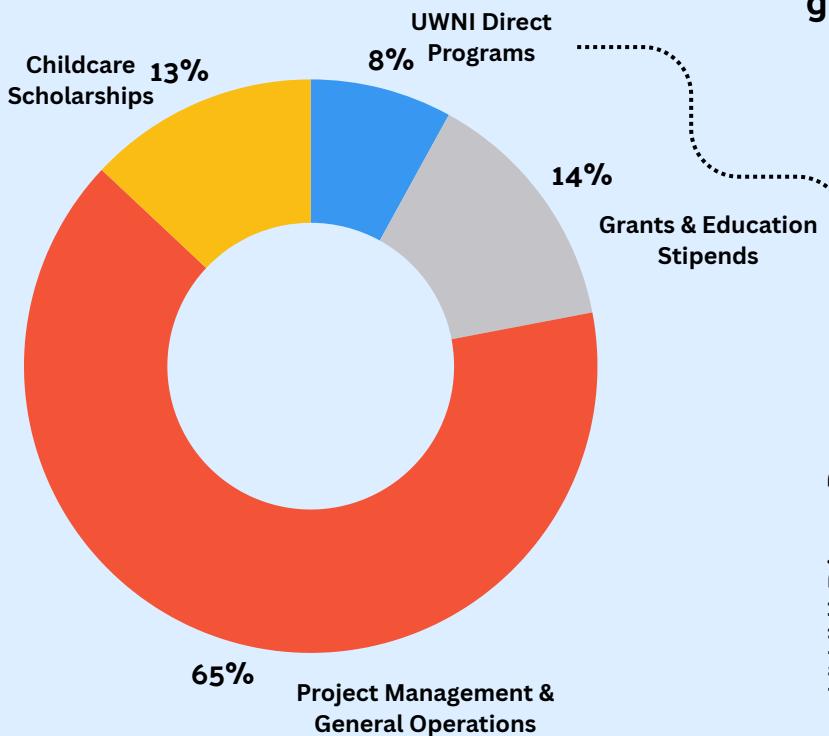
\$600 covers transportation of **2 ALICE Adults** for a year

UWNI does not use donor funds to put on fundraising events

Donate Today to Keep UWNI Programs and Funds in Your Community



Expense Report



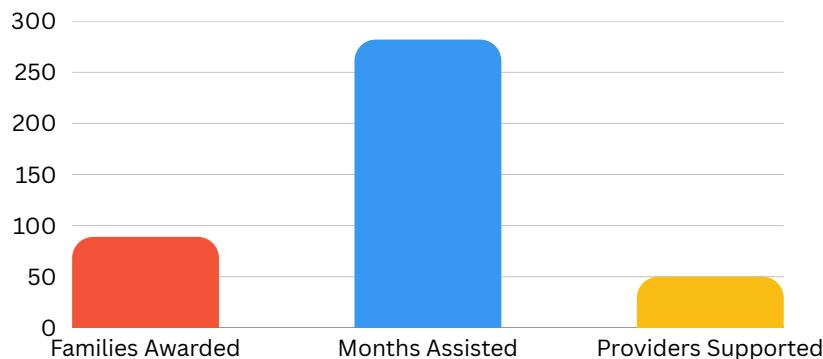
The average workplace person gives **\$20** per month



Scholarships of 2024 - 2025

● Families Awarded ● Months Assisted

● Providers Supported



\$82,601
Total Amount
Awarded

134
Care Dependent
Children
Supported

89
ALICE
Families

50
Small Business
Providers

282
Months of
Childcare
Supported

70%
Single Parent
Households Award
Recipients

"Before I was on the edge of losing my job due to childcare costs. I didn't receive a bunch of funding but I received help and even what I got I am extremely grateful for. This program is amazing."

-ALICE Scholarship Recipient

Taking ALICE Beyond the Scholarship



Professional Learning

Impact



3 Events



101 Participants



404 Idaho Stars Professional
Development Hours



"READY! for Kindergarten has a powerful, positive impact on Post Falls families by empowering parents of children ages 2-5 with simple, practical ways to support early learning every day. We feel fortunate to have this valuable opportunity available to Post Falls families right here in town, helping families establish a strong foundation for lifelong learning."

-Anna Wilson, Deputy Superintendent,
Post Falls School District

60
Families Served

4
Locations



Post Falls, ID
Rathdrum, ID
Coeur d'Alene, ID
Plummer, ID

10
Community
Partners



62
Families Served

1
Location

2
Community
Partners



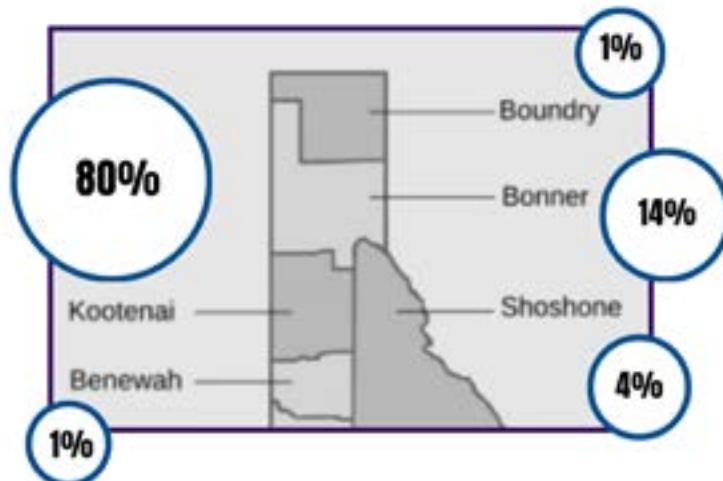
Post Falls, ID

ALICE Childcare Scholarship Program

Walking The Financial Tightrope



Scholarship Awards By County (2024-2025)



NIELC is taking targeted steps to address child care deserts across **Region 1** by strengthening provider partnerships, supporting workforce development, and expanding access to training and resources.



In 2025, **NIELC** supported young educators in expanding their impact in the classroom and beyond. Through engagement in child abuse prevention programs, childhood enrichment activities, and professional development opportunities, educators are equipped to provide high-quality experiences for children. Pictured here, Sara Welch, **UWNI Early Learning Coordinator**, leads interactive activities for children at a NIELC-partnered center during the **Week of the Young Child** in September 2025.

THANK YOU



UWNI Board

Patt Richesin, President
Retired Healthcare
Kristine Miller, President Elect
Gonzaga University
Alivia Metts, Secretary
The Metts Group
Kristina Lallatin, Treasurer
Plummer Forest Products
Hale Fields
Harris CPAs
Sheila Boyce
ALSC Architects

Arwyn Robinson
Advanced Benefits
Robyn Bell
Ambitions of Idaho
Allisha Rutherford
Heritage Health
Andrew Wilmes
Kootenai Health
Miranda Hamilton
Acusure
Jen Chandler
State Farm
Debbie Heiser
The Lit Up Life

UWNI Staff

Jen Reynolds
Director of Development
Rebecca Pratt
Community Impact & Grants Coordinator
Sara Welch
Early Learning Coordinator

Volunteer North Idaho Agency of the Year



Elder Help was named **VNI Agency of the Year** for leading nearly **70 nonprofits** in total volunteer hours logged on Volunteer North Idaho. Their outstanding dedication to engaging volunteers made a meaningful impact across our community.



Photos courtesy of ElderHelp of North Idaho
Volunteers work at private site to cut and harvest wood to deliver to seniors and help raise funds for ElderHelp Senior Assistant Programs

