



2025 Miller Intergenerational Staffing Grants Frequently Asked Questions

What are Miller Intergenerational Staffing Grants?

The Yellow Springs Community Foundation's Miller Intergenerational Staffing Grants assist area nonprofits by providing grants to hire both younger and older folks to help with community projects and daily operations of nonprofit organizations. The Miller Endowment was created to encourage young people and seniors to learn and develop service to their community by engaging in work with local nonprofits. Area nonprofits can hire a Student Fellow (up to 25 years of age) or an Encore Fellow (50+ years in age).

Who is eligible to be a Student Miller Fellow?

Nonprofits can identify and hire Student Miller Fellows at any time during the year.

Eligibility requirements for Student Miller Fellows:

- A resident of Yellow Springs/Miami Township 25 years old or younger, preferably a degree or certificate-seeking college student or a student taking a gap year. Preference should be given to Antioch College students.
- The identified Student Miller Fellow can be a current employee of the nonprofit if they meet the requirements above.

Who is eligible to be an Encore Miller Fellow?

Nonprofits can identify and hire Encore Miller Fellows at any time during the year.

Eligibility requirements for Encore Miller Fellows:

- A Yellow Springs/Miami Township resident 50 years of age or older
- Someone highly interested in and/or experienced in nonprofit work
- The identified Encore Miller Fellow can be a current employee of the nonprofit if they meet the requirements above.

Who is the employer of the Miller Fellow?

Nonprofits will be responsible for hiring, paying, and supervising the Miller Fellow.

- The Student/Encore Miller Fellow will be an employee of the hiring nonprofit.
- For nonprofits without payroll capabilities, the YSCF suggests using a 1099 to pay the Student/Encore Miller Fellow. Please check with your accountant.
- In an exceptional situation, the YSCF can manage Miller Fellow payroll for nonprofits who lack the capacity to manage the payroll. Please discuss with the YSCF.
- YSCF recommends paying \$12-\$15/hour for Student Miller Fellows and \$15-\$20/hour for Encore Miller Fellows.

2025 Miller Fellow Program FAQ's continued

What are the Miller Intergenerational Staffing Grant requirements for the nonprofit?

If you received a 2024 Miller grant, the Final Miller Fellow Report must be completed no later than November 30, 2024 in order to be considered for 2025. Should you foresee a problem completing your report(s) on time, please contact chloe@yscf.org. Failure to complete the report may render the nonprofit ineligible for future Miller Grant Program funding.

Who pays payroll taxes for hired Miller Fellows?

The hiring nonprofit pays all payroll taxes/benefits; the grant award amount takes this into consideration.

What is the timeline for the 2025 Miller Intergenerational Staffing Grant Program?

- The program operates from February through November 2025.
- Applications open September 6, due by September 30, 2024
- Nonprofits notified of awards by December 30, 2024
- Grant monies issued February 2025

Who can apply for a Miller Intergenerational Staffing Grant?

Yellow Springs and Miami Township 501c3 nonprofits in good standing with the State of Ohio may apply.

What determines whether a nonprofit receives a grant?

Grants will be awarded based on review of the completed application, previous experience as a Miller Fellow employer, and available funding.

What is the number of 2025 grants a nonprofit can receive from the Foundation?

A: Standard grant funding available for 2025 is generally limited to once per organization within a 12-month period. The Miller Intergenerational Staffing Grant will not count towards general grants awarded to a nonprofit for 2025.

What specifically can grant monies be used for at the nonprofit?

Furthering the mission of the nonprofit, capacity building, new programs or programs in progress as long as the funds are for a Student/Encore Miller Fellow (see above for Miller Fellow eligibility)

Can a nonprofit use the grant funding for a Miller Fellow already employed at the nonprofit?

Yes

When can a Miller Fellow begin work?

The nonprofit may hire an eligible student or eligible Miller Fellow at any time; funding from the Miller Program will be available in early 2025.