

Application: MIRC- FLS - 2026

Michigan Statewide Advocacy Services
Legal Services Annual Grant

Summary

ID: LS2026-0000000177

Last submitted: Oct 10 2025 04:10 PM (EDT)

Grant Application Narrative

Completed - Oct 10 2025

Organization Information

Have you reviewed the Organization Information Task?

Yes

Have you updated any information in the Organization Information Task?

No

If you selected "Yes", please indicate below the sections in which you have made significant changes.

(No response)

Description of Services

1- Briefly list the purposes and use for your IOLTA grant and/or Filing Fees contract:

Through this grant, MIRC and FLS will provide: (1) legal services to migrant and seasonal agricultural workers across Michigan; (2) technical support and training to other providers serving migrant and seasonal farmworkers; (3) community education and outreach to inform migrant and seasonal workers of their rights.

2- Describe how the funds leverage your ability to obtain specific funding from other sources.

MIRC was created in 2008 with a one-time project grant from the MSBF. Since then, MIRC has attracted substantial funding from a variety of foundations and other sources including the Kellogg Foundation, the Kresge Foundation, Community Foundation for Southeast Michigan, Kalamazoo Community Foundation, the Acacia Institute of Justice, and private donations. Changes in federal law and policy have increased the demand for immigration related legal services--for farmworkers and for other immigrants - and MIRC has attracted new support to allow us to expand to address these changes. We leveraged this grant to develop resources from the Kellogg Foundation to represent immigrant workers who face similar legal problems. We recently received funding for both MIRC and FLS through the National Center for Farmworker Health and Office of Global Michigan. Still, MSBF funding remains MIRC's only grant focused exclusively on Michigan's farmworkers or on addressing immigrant workers' employment needs, and it is critical to sustaining legal services to farmworkers at both MAP and MSAS. The funding has allowed us to establish a dedicated team that focuses on migrant and seasonal farmworker issues. We expect that our growing expertise on farmworker legal and policy issues will position us to obtain additional funding opportunities.

3- Explain any plans or activities and a timeline for developing new or expanding current services.

MIRC and FLS have expanded outreach to dairy workers with funding from the National Center for Farmworker Health. With resources to overcome obstacles to identify their housing for outreach, and connect with community partners who serve dairy workers, we will continue to better serve them.

MIRC will increase policy advocacy around the H2A visa program as use of the program grows and worker protections are stripped away. MIRC is increasing community education around immigration enforcement and workplace raids, providing materials/training to partners and communities to help them prepare for enforcement at migrant schools, clinics, houses of worship, and workplaces. Staff are refining internal response plans to increased raids.

FLS will continue reaching agricultural workers, including forestry and animal production workers, in Northern Michigan/the UP. FLS hopes to reach immigrant workers under particular employment visas who have higher chances of being trafficked. FLS plans more collaboration with legal services offices, including new protocols around cross-screening, training, referrals, and impact work. FLS is looking for opportunities to combat the elimination of programs that impact workers.

FLS and MIRC are coordinating with private plaintiff employment law firms to provide free legal consultations and clinics to low-income immigrant workers with non-agricultural employment matters.

4- Describe the unmet client and/or community needs addressed with help of this funding.

Access to justice for farmworkers in Michigan continues to be an unmet and community need. MIRC and FLS provide direct legal services in well-established and new areas of farmworker law and rights-- responding to wage theft, labor trafficking, violation of employment and housing rights, discrimination and sexual harassment, and protecting health and safety issues for farmworkers. MIRC and FLS provide leadership to promote an effective and engaged statewide community of immigration and farmworker law services providers and advocates that coordinate services and collaborate on statewide advocacy issues. MIRC and FLS work with a community of practice that can assist vulnerable, low-income farmworkers in obtaining legal status and critical services. MIRC also promotes and seeks to advance favorable policies (and to challenge negative policies) regarding farmworker law and farmworkers' rights.

MIRC and FLS are providing education and supporting communities on preparing for immigration enforcement, which will lead to fear of retaliation in reporting labor violations.

Dairies are increasing use of visa programs that can leave workers vulnerable to trafficking and exploitation.

Farmworker households are in danger of losing supports to which they previously had access, which could increase risk of child labor with fewer safety nets, childcare programs, and educational opportunities.

5- Indicate what region and target population you are proposing to serve with IOLTA and/or Filing Fees funds.

Target Population

Responses Selected:

Migrants/Agricultural Workers

Region

Responses Selected:

Statewide

The estimated number of people eligible for services in the geographic areas indicated above are as follows (based on the 2022 ACS 5-year estimate at 125% poverty level with a 2020 midpoint):

Eastern - 256,473 (15.3308%)

Metro - 682,661 (40.8063%)

Northern - 136,705 (8.1716%)

Southeast - 267,748 (16.0047%)

Western - 329,343 (19.6866%)

Statewide Programs: the estimated number of people eligible for your service area

110000

Source of the estimate:

LSC Agricultural Worker Population Estimate - 2021 Update

<https://www.lsc.gov/grants/basic-field-grant/lsc-service-areas/agricultural-worker-population-estimate-2021-update>

Description of Services (cont.)

6- Describe your program's recent community impact and accomplishments.

As stated above, both MIRC and FLS have continued their focus on dairy outreach, meeting workers at their housing, providing information at community events, collaborating with outreach partners, and working with local public health departments to combat avian flu and other health and safety workplace challenges.

MIRC and FLS also survived a motion to dismiss in their First Pick litigation against a West Michigan farm and will continue litigating that case on behalf of farmworkers who were forced to work and live in unsafe conditions .

MIRC was granted leave to appeal to the Michigan Supreme Court and able to deliver oral arguments on October 8th in its long-term MIRC v. Whitmer case challenging the denial of wage loss to workers for on-the-job injuries based on their status.

MIRC has provided extensive community education through KYRs and preparing for immigration enforcement presentations, both to affected community members and service providers, with demand for this education at an all-time high.

With a number of summer outreach students and interns, FLS is on track to reach twice the number of farmworkers it reached last year. FLS recently filed a case in the Western District of Michigan involving U.S. farmworkers from Texas who were forced to live in substandard housing conditions and were not paid at the same rate as H-2A workers they were working alongside. FLS has partnered with the Dept. of Victim Services advisory committee on two surveys that seek input from youth subject to exploitation as well as service providers and law enforcement that interact with victims of human trafficking in order to better address the needs of human trafficking victims, with the Office of Global Michigan on developing a farmworker survey, and with U of M on research around farmworkers.

7- What are your program's goals in increasing private attorney involvement for the upcoming year.

This year, MIRC's goal is to significantly increase private attorney involvement by focusing on training, outreach, and communication. MIRC is rolling out a more robust training calendar, with a monthly training series designed to equip attorneys with the knowledge and confidence needed to handle immigration cases. MIRC is also leveraging the Paladin platform to expand reach, connect with new pro bono attorneys, and distribute weekly newsletters in addition to monthly updates, ensuring consistent communication and visibility of opportunities. In addition, MIRC will continue targeted outreach to bar associations across the state, building stronger partnerships and broadening the network of attorneys who are ready to step into immigration pro bono work. While it can be difficult to place FIWR cases with private attorneys, MIRC is continuing to explore potential partnerships, especially for co-counseling.

FLS is exploring partnerships with a U of M law clinic and Wayne State, which is providing an extern for this winter. FLS also plans to continue expanding its summer law clerk program. FLS hosted five law students, including an RSLC EJW Fellow, last summer, who inter alia engaged in significant legal research and writing, represented farmworkers in their UIA hearings, and provided know your rights presentations to farmworker communities. FLS will continue to partner with private attorneys in areas such as unemployment and workers comp, as well as on amicus briefs. FLS is also coordinating free consultation services for immigrant workers with employment legal needs and hoping to develop employment clinics and workshops with the private bar.

8- Describe any new recent innovations or collaboration in your program's service delivery area.

MIRC and FLS continue to collaborate with dozens of immigrant-led and immigrant-serving organizations across Michigan.

Through increased dairy worker outreach, FLS and MIRC has developed stronger partnerships with organizations like Strangers No Longer, INTERCARE, Great Lakes Bay Health, National Center for Farmworker Health, and federally qualified health centers and local public health departments that serve farmworkers. These relationships have resulted in significant increases in outreach and community education, and more referrals.

As stated above, FLS partnered with the Department of Victim Services on developing and distributing a survey to human trafficking service providers and law enforcement and is now working on conducting a survey of victims of labor exploitation. FLS's Managing Attorney is on the DVS Advisory Committee for this project. FLS developed a listserv and monthly call for advocacy groups who are directly targeting outreach and services for dairy workers in Michigan. FLS also drafted a letter to be used by Migrant Resource Councils to send to local law enforcement to provide education on the rights of farmworkers to receive visits from outreach workers at their employer-controlled housing as well as outreach workers' right to access and meet with workers at their housing.

9- Describe the measures with which you will evaluate your organization's progress in meeting the needs to be addressed.

MIRC completed a three-year strategic plan in 2020 that included significant client engagement in its development. In addition, MIRC and FLS's work is primarily grant funded, which requires extensive grant reports and evaluations of different aspects of our work. Last year, MIRC also worked with Formative Evaluation Research Associates (FERA) to evaluate our coalition-building, immigrant worker rights, and immigrant integration work that is funded by the W.K. Kellogg Foundation with largely positive reports. Also, MIRC and FLS rely on the FLS advisory board, newly-established MIRC Community Council, numerous Migrant Resource Councils they are part of, and through feedback obtained through outreach regarding needs in the farmworker community. Internally, self-evaluation mechanisms also include strategic planning, office workplans, and creating and revising individual staff work plans and evaluations.

FLS and MIRC also use a set of client outcomes that measure the results achieved for clients, as well as documenting cases that need further assistance (but that they were unable to serve due to a lack of resources).

Administrative Capacity

1- If you have had a peer review or funder review in the past 3 years, list the major recommendations or suggestions from your recent peer review team and specify the actions your program has begun or completed in response to each. Include estimated time frames for any steps not yet under way or those which are in process.

Neither MIRC nor FLS has had a peer review of our farmworker or immigrant worker rights work in the past three years. MIRC's W.K. Kellogg Foundation funded evaluation by Formative Evaluation Research Associates did include all of our immigrant worker rights work among other WKKF-funded work. MIRC does have an annual site visit by the major funder of our work with unaccompanied immigrant children, the Acacia Center for Justice, that results in a Site Visit Report. We can share these reports upon request.

2- List training or professional development opportunities you anticipate providing to staff, including administrative staff, in the upcoming year.

MIRC FIWR program staff and FLS staff will attend (many also will present at) the CORT Midwest Farmworker Law training, which was held in Indiana in 2025 and will be hosted by FLS in 2026. MIRC and FLS staff will also attend the NLADA National Farmworker Law Conference in 2026 and the National Council for Occupational Safety and Health in 2025. FLS will attend the Michigan annual Standing Together Against Trafficking Training and the IMSC Outreach worker trainings and FLS and MIRC staff attend the State Bar of Michigan Labor and Employment seminars to keep track of local and regional updates on labor and employment topics as well as NLADA and IMSC substantive trainings and webinars throughout the year. FLS and MIRC's farmworker staff will view relevant webinars/trainings by the National Employment Law Association such as race and national origin discrimination claims and representing immigrant workers in employment claims. We have unlimited access to free online trainings through the Practicing Law Institute (PLI) and other low wage worker legal networks. MIRC is offering a special immigration-focused training from NITA for staff in October 2025. FLS will be hosting the CORT migrant and immigrant worker training in May 2026 and is sending staff to Regional Migrant Stream Health trainings.

Administrative Capacity (cont.)

3a- Check boxes (1) through (4) below to indicate activities that are performed by your organization:

Responses Selected:

4 - Representing individuals whose income is greater than 200 percent of the federal poverty standard

Indicate below the safeguards that are used to ensure that the IOLTA funds are not being used for specifically prohibited purposes. Specify record-keeping and accounting procedures used to verify that IOLTA funds are being spent only for eligible clients/cases.

MIRC receives a number of grants that allow us to serve clients whose income is greater than 200% of the federal poverty standard. Our timekeeping and case management system is robust enough to allow us to track the funding source for all cases and activities.

3b- Check boxes (1) through (7) below to indicate activities that are performed by your organization:

Responses Selected:

2 - Lawsuits against the State of Michigan not the subject of a prior administrative hearing.

3 - Cases that are not permissible under the LSC Act or regulations.

6 - Representing individuals whose income is greater than 125 percent of the federal poverty standard.

Indicate below the safeguards that are used to ensure that the Filing Fees funds were not being used for specifically prohibited purposes. Specify record-keeping and accounting procedures used to verify that Filing Fees funds are being spent only for eligible clients/cases.

MIRC has some grants that allow us to accept cases that are not permissible under the LSC Act or regulations and to serve clients whose income is greater than 125% of the federal poverty standard. MIRC is a plaintiff in MIRC v. Whitmer on undocumented worker's access to worker's compensation wage benefits, which is on appeal to the Michigan Supreme Court. Our timekeeping and case management system is robust enough to allow us to track the funding source for all cases and activities.

4- List training or professional development opportunities that accounting and financial staff has had in last 24 months.

In the past two years (Fall 2023 - Fall 2025), MAP financial staff have attended a number of funder-specific training (i.e. Ageways, Immigrant Justice Corps, VAWA, MDHHS, VA). We have also attended a number of bank system trainings due to changes in our banking portal. We instituted a new credit card system, which required all staff to go through training on that (Ramp). We continue to gain knowledge on that and our accounting software, Intacct, specifically learning about the budget module. We attend training as well as train each other. As a program, MAP offers and requires IT and HR training. Staff have attended cyber security, anti-harassment, and time management training sessions. MAP Central Administration also puts on "Anchor Days" where speakers from the program are invited to speak on client services. This gives the Central Administrative staff training on what the various parts of our program do and client impacts.

More recently (2025), Alex Binkley took a self-paced course on Excel and Python. These skills have been very helpful to making various tasks within the fiscal group much more efficient. We also brought on a new member to the finance group, including Julie Meier, who has been learning all things payroll. Both she and Emly Brown will begin to transition to a third party payroll provided in the fall of 2025. Senior Financial Manager, Emily Brown, attended MIE's "Shortfalls in Funding" seminar. MAP's CFO, Christine Robison, attended LSC's CFO Bootcamp training in September 2025.

5- Has your program experienced fraud, misappropriation of funds, embezzlement, or theft within the last twenty-four months?

No

6- Describe any changes made to your program's accounting manual or procedures in last 24 months.

In addition to the changes last reported, the following areas are being updated:

- Removal of all language of the old accounting system's structure.
- Add additional reasons why manual entries are made to our General Ledger.
- Updated petty cash levels.
- Added a section regarding staff reimbursements now being made by direct deposit.
- Updated electronic banking to reflect our regularly paying utility and other bills by EFT rather than check.
- Added the Ramp credit card to our list of credit cards and how that works

7- If there is additional information or explanation you would like to provide, please enter it below.

(No response)

Case Projections

Completed - Oct 10 2025

Cases

Do you expect to meet your case projections for the current year. If you do not, explain why:

Yes

Do you expect PAI cases to meet your projections for the current year. If you do not, explain why:

Yes

Grant Application Year

Indicate the estimated number of cases in which clients will be provided with direct legal services during the grant application year, assuming the total you budgeted for is available. Please include cases closed by CALL for your service area in the figures below.

Indicate in the last column the number of total projected cases that will be provided legal services through CALL and the case will be closed by CALL.

Grant Application Year Staff Cases

Type of Legal Problem	Cases Closed after Limited Service	Cases Closed after Extended Service	Total Projected Case Services	Number of These Cases Completed on Hotline
Consumer/Finance	0	0	0	0
Education	0	0	0	0
Employment	8	10	18	0
Family	13	15	28	0
Juvenile	19	23	42	0
Health	0	0	0	0
Housing	2	3	5	0
Income Maintenance	9	10	19	0
Individual Rights	447	539	986	0
Miscellaneous	0	0	0	0
Total Cases	498.0	600.0	1098.0	0.0

Grant Application Year PAI Cases

Type of Legal Problem	Cases Closed after Limited Service	Cases Closed after Extended Service	Total Projected Case Services
Consumer/Finance	0	0	0
Education	0	0	0
Employment	0	0	0
Family	0	0	0
Juvenile	0	0	0
Health	0	0	0
Housing	0	0	0
Income Maintenance	0	0	0
Individual Rights	13	7	20
Miscellaneous	0	0	0
Total PAI Cases	13.0	7.0	20.0

Pro Bono Attorneys

How many pro bono attorneys do you anticipate will assist in handling cases during the grant year?

40

Staffing

Completed - Oct 7 2025

Staffing

Has your program had any significant staff increases or reductions during the current calendar year?

Yes

Please explain any significant staff changes.

MIRC was told in April that funding for their largest grant from ORR would end and they proceed with layoffs. Funding was reinstated and after some staff were given severance and vacation payouts, hired many of these staff back. They have also begun to hire additional staff in the second half of the year. They also moved many staff from Legal Administrator ("Other") to Paralegal.

Civil Legal Services Staffing

Indicate the total number of Full-Time Equivalent (FTE) paid and volunteer staff persons who were directly involved in the activities covered by the total expenditures.

Staff Function - Current Year

Type of Work Performed	Lawyers	Paralegals	Others	Total
Legal Case Work	41.05	28.5		69.55
Supervision of Legal Case Work	3.7			3.7
Secretarial Clerical Work				
Management and Administration	1.0		4.5	5.5
PAI Coordination or Pro Bono Management	.5	1.0		1.5
Other 1 (specify below)			16	16
Other 2 (specify below)			6.25	6.25
Total	46.25	29.5	26.75	102.5

Other 1	Intake/Outreach
Other 2	Data Coordinator/Admin

Vacant Positions - Current Year

	Lawyers	Paralegals	Others
Vacant Positions included in budget			

Staff Function - Grant Application Year

Type of Work Performed	Lawyers	Paralegals	Others	Total
Legal Case Work	54.8	38		92.8
Supervision of Legal Case Work	3.7			3.7
Secretarial Clerical Work				
Management and Administration	1		11	12
PAI Coordination or Pro Bono Management	.5	1		1.5
Other 1 (specify below)			8.75	8.75
Other 2 (specify below)			10.25	10.25
Total	60.0	39.0	30.0	129.0

Other 1	(No response)
Other 2	(No response)

Vacant Positions - Grant Application Year

	Lawyers	Paralegals	Others
Vacant Positions included in budget			

Current Year Financials

Completed - Oct 10 2025

Current Year Financials

REVENUES, EXPENSES and FUND BALANCES

Provide a breakdown of projected **Revenues, Expenses and Fund Balances** for the **Current Calendar Year**. If your organization's fiscal year is different, please pro-rate expenditures to cover the current calendar year.

Enter whole numbers, without punctuation (e.g., 10000 not 10,000.00).

Starting Current Year Funding Balance (Carryover from prior year)

Please indicate below the fund balances your program will carry over from the prior year.

	Current Year
Beginning IOLTA Fund Balance	0
Beginning Filing Fees Fund Balance	0
Beginning Other Fund Balance	7045773
Total Beginning Fund Balances	7045773.0

Current Year Revenues

Source of Funding	Current Year
a- IOLTA - Civil Legal Services Grant	103145
b- Filing Fees (1) General Civil Legal Services Grant	0
b- Filing Fees (2) Statewide Grant	253638
c- Legal Services Corporation 1) Basic Field Grant	0
c- Legal Services Corporation 2) Other Grants & Revenue	701274
d- Foundations (other than IOLTA or Filing Fee program funds)	7640258
e- United Way	0
f- 1) State Grants	868102
f- 2) Local Grants	98546
f- 3) Community Development Block Grants	0
g- 1) Title III - Administration on Aging	0
g- 2) Title XX - Health & Human Services	0
g- 3) Violence Against Women Act (VAWA)	0
g- 4) HUD Grants	0
g- 5) Other Federal Programs	8267194
h- Faith-based funding	0
i- Law Schools	0
j- Attorney Fee Awards or Client Services Fees	11912
k- 1) Access to Justice Fund	131289
k- 2) Other Private Bar Fundraising	0
k- 3) Cy pres Awards	0
k- 4) Other donations/Fundraising	945618
l- Income from publications, training, videotapes & other products	

m- Miscellaneous	464570
Total	19485546.0

Changes in Non-IOLTA Funding

If your program lost or gained significant amounts of non-IOLTA/non-Filing Fees funding, please explain (list sources, amounts, and reason for change).

Both MIRC and FLS received NCFH (National Center for Farmworker's Health) grants in part-way through 2024 that end at YE 2025.

MIRC received a significant amount of funding from Foundations in 2025 due to the instability of Federal/State funding. CFSEM \$75,000, Stryker Foundation - Wellness \$150,000, Stryker Kalamazoo County \$5,000,000, Song Foundation \$200,000, Laybel Family Foundation \$100,000, Kellogg \$200,000, Kresge \$250,000, Kalamazoo Community Foundation \$580,258, Wege Foundation \$600,000, McGregor Foundation \$100,000, Abundant Futures Fund \$250,000, Zegar Family Foundation \$75,000, Skillman Foundation \$50,000 and Other Foundations \$10,000.

Federal Acacia passthrough grants FGLOP and ICH (Family and Immigrant court help) ended mid-2025. DESC (Detroit funding) has not been as full as anticipated.

Current Year Projections - Civil Legal Services

Personnel Costs

	Current Year Projections
1. Lawyers	3827776
2. Paralegals	1712830
3. Others	1606937
4. Employee Benefits	1803849
Total Personnel Costs	8951392.0

Current Year Projections - Civil Legal Services

Non-Personnel Costs

	Current Year
1. Space	525648
2. Equipment Rental	16495
3. Supplies	173397
4. Telephone	47927
5. Travel	117770
6. Training	49918
7. Library	44454
8. Insurance	28858
9. Dues & Fees	48357
10. Audit	0
11. Litigation	86240
12. *Property Acquisition	0
13. Purchase Payments	0
14. *Contract Services to Clients	0
15. *Contract Services to Program	1633797
16. *Other	7352
Total NonPersonnel Costs	2780213.0

Current Year Estimated Ending Fund Balance (which is also Grant Year Beginning Fund Balance)

Total Beginning Fund Balance	7045773
Current Year Projected Revenues	19485546
Current Year Projected Expenses	11731605
Total Ending Fund Balance	14799714.0

Breakout of Current Year Ending Fund Balance

The total below should equal the current year Ending Fund Balance of \$14799714.0.

	Current Year
Ending Fund Balance in cash, investments & grants	14790605
Ending Fund Balance in property and fixed assets	9109
Total	14799714.0

Donated Services and Property during Current Year

	Current Year
Services, including value of contributed attorney services	396372
Donated property, including space	0
Total	396372.0

Grant Year Financials

Completed - Oct 10 2025

Grant Year Financials

REVENUES, EXPENSES and FUND BALANCES

Provide a breakdown of your organization's total Revenue, Expenses and Fund Balance for the grant year. If your organization's fiscal year is different, please pro-rate expenditures to cover the grant year indicated.

Enter whole numbers, without punctuation (e.g., 10000 not 10,000.00).

Beginning Grant Year Fund Balance

The total below should equal the current year Ending Fund Balance of \$14799714

	Grant Year
Ending Fund Balance in cash, investments & grants	14790605
Ending Fund Balance in property and fixed assets	9109
Total	14799714.0

Grant Year Revenues

Source of Funding	Grant Year
a- IOLTA - General Civil Legal Services Grant	117210
b- Filing Fees (1) General Civil Legal Services Grant	0
b- Filing Fees (2) Statewide Grant	253638
c- Legal Services Corporation 1) Basic Field Grant	0
c- Legal Services Corporation 2) Other Grants & Revenue	701274
d- *Foundations (other than IOLTA or Filing Fee program funds)	50000
e- United Way	0
f- *1) State Grants	1146551
f- *2) Local Grants	75000
f- *3) Community Development Block Grants	0
g- *1) Title III - Administration on Aging	0
g- *2) Title XX - Health & Human Services	0
g- *3) Violence Against Women Act (VAWA)	0
g- *4) HUD Grants	0
g- *5) Other Federal Programs	8337788

h- Faith-based funding	0
i- Law Schools	0
j- Attorney Fee Awards or Client Services Fees	0
k- *1) Access to Justice Fund	115000
k- *2) Other Private Bar Fundraising	0
k- *3) Cy pres Awards	0
k- *4) Other donations/Fundraising	75000
l- Income from publications, training, videotapes & other products	0
m- *Miscellaneous	70000
Total	10941461.0

Provide a Breakdown of d - Foundations (list names, amounts and description)

Kellogg Foundation - MIRC \$50,000

Provide a Breakdown of f - State and Local Grants (list names, amounts and description)

State of Michigan - LEO MICR \$882,893,
MDHHS Human Trafficking - FLS \$75,000
Office of Global Michigan - FLS \$90,000
VOCA - MIRC \$98,658

Provide a Breakdown of g - Federal Grants (list names, amounts and description)

Acacia UC - MIRC \$8,337,788

Provide a Breakdown of k - Fundraising (explain any fundraising outside the ATJ Fund)

General Donations - MIRC \$75,000

ATJ FLS - \$40,000

ATJ MIRC - \$75,000

Provide a Breakdown of m - Miscellaneous (list names, amounts and description)

Small Grants - MIRC \$30,000

MAP Field IOLTA - FLS \$5,000

YE FLS Interest - \$35,000

Changes in Non-IOLTA Funding

If your program anticipates losing or gaining significant amounts of non-IOLTA/non-Filing Fees funding, please explain (list sources, amounts, and reason for change).

MIRC received a significant amount of funding from Foundations in 2025 due to the instability of Federal/State funding that we do not anticipate receiving in 2026.

CFSEM \$75,000, Stryker Foundation - Wellness \$150,000, Stryker Kalamazoo County \$5,000,000, Song Foundation \$200,000, Laybel Family Foundation \$100,000, Kellogg \$200,000, Kresge \$250,000, Kalamazoo Community Foundation \$580,258, Wege Foundation \$600,000, McGregor Foundation \$100,000, Abundant Futures Fund \$250,000, Zegar Family Foundation \$75,000, Skillman Foundation \$50,000 and Other Foundations \$10,000.

Federal grants that we do not have in the budget for 2026 are Acacia FGLOP and ICH because they ended \$52,315 and \$78,683, the Acacia Fellow grant is now part of CLIN 2 . We also do not anticipate receiving DESC \$23,546

In Miscellaneous grants, IJC is not included in the 2026 budget for \$\$182,074, nor are the NCFH grants for both MIRC and FLS for \$50,000 and \$76,062 as well as most of the other Miscellaneous grants.

Grant Year Budgeted Expenditures - Civil Legal Services

Personnel Cost

	IOLTA/Filing	Other	Total
1. Lawyers	160730	4785780	4946510
2. Paralegals	37256	2111762	2149018
3. Others	94	1956014	1956108
4. Employee Benefits	61935	2185161	2247096
Total-Personnel	260015.0	11038717.0	11298732.0

Grant Year Budgeted Expenditures - Civil Legal Services

Non-Personnel Costs

	IOLTA/Filing	Other	Total
1. Space	17129	522529	539658
2. Equipment Rental	392	10958	11350
3. Supplies	16241	49729	65970
4. Telephone	1600	57488	59088
5. Travel	4026	138974	143000
6. Training	1693	78557	80250
7. Library	2040	42600	44640
8. Insurance	2612	37968	40580
9. Dues & Fees	206	40974	41180
10. Audit	0	0	0
11. Litigation	0	224700	224700
12. *Property Acquisition	0	0	0
13. Purchase Payments	0	0	0
14. *Contract Services to Clients	0	0	0
15. *Contract Services to Program	41408	1504476	1545884
16. *Other	3	14647	14650
Total NonPersonnel Costs	87350.0	2723600.0	2810950.0

Property Acquisitions, including real property (line 12).

Provide below detail/amounts. Total items should equal totals above.

None

Contract Services to Clients (line 14)

Provide below detail/amounts. Total items should equal total above.

None

Contract Services to Program (line 15)

Provide below detail/amounts. Total items should equal total above.

\$1,450,460 - Contract to program, Administration for Central and Administration Internal
\$95,424 - Software and other small contracts.

Other (line 16)

Provide a breakdown of (other) expenses showing detail/amounts. Total items should equal total above.

\$14,650 - Hiring costs, fundraising and other misc.

Grant Year Estimated Ending Fund Balance

Total Beginning Fund Balance	14799714
Grant Year Projected Revenues	10941461
Grant Year Projected Expenses	14109682
Total Ending Fund Balance for the Grant Year	11631493.0

Projected Donated Services and Property during Grant Year

	Grant Year
Services, including value of contributed attorney services	396372
Donated property, including space	
Total	396372.0

Does your program's board have a plan for increasing or decreasing your fund balance? Please explain below.

Ending Fund Balance as a Percentage of Revenue:

Grant Year: 106%

The board has a carryover plan so that when funds fall below 15% we will begin building that back up. If funds are over 30% we will begin to free up spending to spend any excess funds. Also, MIRC received a \$5,000,000 award from Stryker Foundation that was booked in Spring, 2025. The \$5,000,000 will need to be spent over the course of 5 years. MIRC also needs to be careful with overspending in light of the instability of federal funding. Currently they have \$2,000,000 per quarter tied up in the Acacia grants which are only being renewed every 3 months. MIRC is keeping that much in reserve in preparation of a possible cut in this funding stream to allow time for a reduction in services. Finally the MAP FLS program is currently carrying a large LSC fund balance. They too are cognizant of possibly cuts. They also have plans to spend this down in the coming year.

Subgrants, Contracts or Agreements

Completed - Oct 10 2025

Subgrants, Contracts or Agreements

Please list any subgrants, contracts, or agreements that your program has with others or organizations who provide legal services to indigents permitted under the IOLTA grant or Filing Fees Contract. Please include the name, the duration of the contract and geographical area covered by this contract.

	Name	Duration of the Contract	Geographical Area
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			