



CRISIS INTERVENTION AND PREVENTION SERVICES

2025 REQUEST FOR PROPOSAL (RFP) APPLICATION

Part 1 – Organization Narrative Form

Submit Application to: cddapplications@cityofmadison.com

Deadline: 4:30pm September 22nd, 2025

Official submission date and time will be based on the time stamp from the CDD Applications' inbox. Late applications will not be accepted.

The intent of this RFP application is for applicant organizations to have the opportunity to apply for funding towards programs/services under the umbrella of the Crisis Intervention and Prevention (CIP) Service Area in the Community Resources Unit. There are two priority areas in the CIP RFP: *Crisis Intervention Support Services & Prevention Services and Activities*, each of which has two program types. Program types include 24/7 Helpline, Shelter Services, Community-based Individual/Family Support, and Building Community & Stabilization. Organizations can apply for each program type. Please refer to the guidelines for full program type descriptions 1.1.

Priority Areas	Crisis Intervention Support Services	Prevention Services and Activities
Program Types	<u>24/7 Helpline</u> – Organizations who provide gender-based violence crisis assistance via phone, text, online, in person, etc. Programs need to focus on youth and adults experiencing domestic violence, sexual assault, intimate partner violence, and/or human trafficking. Organizations are expected to have established policies and protocols for shelter operations, provide ongoing staff training, and promote practices that support staff well-being and self-care.	<u>Community-Based Individual & Family Support</u> - Organizations who provide trauma-informed, coordinated support that assists individuals and families in meeting short-term basic needs and access services as they recover and work to improve overall personal and family well-being. These services aim to educate, inform, connect, and assist in system navigation.
	<u>Shelter Services</u> - Organizations must operate an existing shelter that serves individuals or households experiencing domestic violence or, in the case of youth, those without safe housing alternatives. Organizations are expected to have established policies and protocols for shelter operations, provide ongoing staff training, and promote practices that support staff well-being and self-care.	<u>Building Community & Stabilization</u> – Organizations who provide community-wide or group-based activities that increase protective factors and reduce the likelihood of crisis, especially for communities disproportionately impacted by poverty and systemic inequity. These services aim to create spaces, educate, inform, and connect individuals to their neighbors and the district they live in.

Responses to this RFP should be complete but succinct. Materials submitted in addition to **Part 1 - Organization Narrative**, **Part 2 - Program Narrative(s)**, and **Part 3 - Budget Workbook** will **not** be considered in the evaluation of this proposal.

Do not attempt to unlock/alter this form. The font should be no less than 11 pt.

If you need assistance related to the content of the application or are unclear about how to respond to any questions, please contact CDD staff: Nancy Saíz, Community Development Specialist nsaiz@cityofmadison.com or Yolanda Shelton-Morris, Community Resources Manager yshelton-morris@cityofmadison.com. We are committed to assisting interested organizations in understanding and working through this application and funding process.

If you have any questions or concerns that are related to **technical aspects** of this document, including difficulties with text boxes or auto fill functions, please contact Nancy Saíz, nsaiz@cityofmadison.com.

APPLICANT TYPES

Every organization applying for funding must submit an organizational history narrative per program detailing their organization's background, mission, and vision (Questions 1-4 below).

Single Applicants

If your organization is applying for multiple programs, each program application must be submitted separately with all the required submission documents (See RFP Guidelines 1.1 Required Information and Content of Proposals).

Joint/Multi-agency Applicants

For those choosing to submit a joint/multi-agency proposal, **only** the designated '**LEAD Agency**' is required to:

- 1) Complete and submit responses to questions 5-9 below pertaining to organizational history and mission statement, partnership history, rationale for partner selection, division of roles and responsibilities, anticipated challenges, and any previous collaborations or partnerships.
- 2) Submit the organizations' history partnership narrative per priority area or program type.

Part 1 - Organization Narrative Form

***Note: Please use the grey text boxes when completing this form**

Legal Name of Organization:	ARC Community Services, Inc.	Total Amount Requested:	\$ 59,793
All program(s) connected to your organization:	Program Name: Project Respect Amount Requested: \$ 59,793 Applicant Type: Single Agency Application Program Type: Community-Based Individual and Family Support Services List Program Partner(s) (if applicable): n/a		
	Program Name: Amount Requested: \$ Applicant Type: Choose an item. Program Type: Choose an item. List Program Partner(s) (if applicable):		
	Program Name: Amount Requested: \$ Applicant Type: Choose an item.		

	Program Type: Choose an item.		
	List Program Partner(s) (if applicable):		
	Program Name:		Amount Requested: \$
	Applicant Type: Choose an item.		
	Program Type: Choose an item.		
	List Program Partner(s) (if applicable):		
	<i>If you are applying for more than four programs, please contact Nancy Saíz nsaiz@cityofmadison.com</i>		
Contact Person for application (Joint Applications - Lead Org):	Jan Miyasaki, Executive Director, Project Respect Linda Van Tol, CEO, ARC Community Services, Inc.	Email: jan@respectmadison.com lvantol@arccommserve.com	
Organization Address:	2001 W. Beltline Highway, #102	Telephone:	608-273-2300
501 (c) 3 Status:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Fiscal Agent (if no)	n/a

Single and Lead Agency Qualifications: Complete this section if you are applying as a SINGLE AGENCY or serving as the LEAD AGENCY in a joint/multi-agency application.

- Briefly describe your organization's history, core mission, and experience providing services relevant to this proposal.** If applicable, highlight any work related to crisis intervention, prevention, or serving the proposed population. Please keep your response concise (approximately 1–2 paragraphs).

ARC Community Services' (ACS) was founded in 1976. Its mission is to serve women and children by providing innovative, strength-based, community-based services. ARC specializes in the development and implementation of programming based on current research and best practice in response to the special needs of women at risk for victimization, criminal activity and/or substance abuse on a residential, day treatment and outpatient basis in Dane County. ARC programs span major systems requiring fiscal oversight including: Wisconsin Department of Health Services, Dane County Human Services, Madison Community Services, U.S. Department of Health and Human Services, Wisconsin Department of Corrections, and U.S. Department of Justice. ARC has nearly 50 years of extensive experience providing sound fiscal management for its projects with fiscal policies and procedures based on multiple contract mandates that are overseen by Chief Executive and Financial Officers.

Project Respect is a City-County initiated and funded project founded to address local prostitution. It was originally set up as an alternative to arrest and in lieu of fines and jail time. It reduced the costs of arrest, prosecution and jail, and directed prostituted women into needed services. Project Respect was 1 of 4 civil society-based programs nationally at the time and was part of the early anti-human trafficking movement

seeking to address the root causes and consequences of sexual exploitation. Project Respect was placed in the community in 1986, under the management of ARC Community Services, Inc. to promote self-referrals at the request of the City and District Attorney's Offices where it had been housed since 1981. The move successfully increased self-referrals pre-arrest and strengthened prevention/intervention efforts.

Project Respect has grown from a single staff person to 11 staff funded by the City of Madison, Dane County, U.S. Health and Human Services, U.S. Department of Justice and private donors. Through all of its programs, Project Respect serves adults and juveniles of all genders who are survivors of sexual exploitation and human trafficking (sex and labor) in Dane County. However, it is due to the City of Madison's early and on-going commitment to assisting sexually exploited adults that our work is possible.

In 2024, Project Respect provided outreach and engagement, crisis recovery, crisis intervention, service facilitation, complex case management, advocacy, accompaniment to services, mental health therapy, substance abuse assessment and referrals, individual and group peer support, African American Women's Wellness individual and group facilitation to 149 survivors of sexual exploitation or sex trafficking in Dane County, including 7 juveniles, 3 men, 2 non-binary. Of these: 52% White, 39% African American, 4% Latina, 2.5% Asian, 2.5% Native American/Pacific Islander; and 11 survivors of labor exploitation or labor trafficking, including 2 juveniles, 2 women. Of these: 82% Latino, 9% Asian, 9% African. Project Respect provides this hard to reach population with an alternative entry point to promote access to essential services for themselves and their families that would have otherwise gone undetected and unserved.

Project Respect maintains a diverse staff team including: 4 African American, 2 Latina, 2 White, 1 American Indian/Alaskan Native, 1 Asian, 1 Arabic. 9 women, 1 male, 1 non-binary. 3 persons with lived experience as survivors of sexual exploitation or human trafficking. All 11 staff bring a wide range of experiences that contributes to a culturally responsive, transformational, victim-centered, trauma-informed safe social service program.

Project Respect has been led by a single director since 1993. She has over 30 years providing trauma-informed direct services to survivors of sexual exploitation, organizing with the community, training law enforcement and others to provide services in the interdisciplinary field sexual exploitation recovery.

- 2. Describe your organization's experience implementing programming aligned with the Crisis Intervention and Prevention RFP Guidelines.** Please include specific examples relevant to the programs proposed in this application. If applicable, list all the current Crisis Intervention and Prevention programs your organization operates, along with their inception dates.

Last year, Project Respect served 48 vulnerable persons, recovering from sexual exploitation through its core city-funded program. 38% were referred by other service providers or law enforcement because of concerns for their safety and to prevent further victimization. 62% self-referred. Project Respect's Certified Peer Specialist provided service facilitation and resource coordination, advocacy, and peer support in a safe, trauma-informed manner that builds safety, individual agency, resiliency and stability. Many of those served were impacted by the opioid/polydrug crisis, and incarceration and their compounded marginalization leaves them and their children vulnerable to unmet service needs without specialized services. All of those served experienced instability of basic needs, trauma, and economic instability. Of these 49% served were White, 43%

African American, 2% Asian, 2% Native American, 2% Latino. 46 women, 1 male, 1 non-binary. economic stability.

Project Respect has developed and implemented an interdisciplinary service model that integrates social determinants of health throughout its operations and is designed to promote the recovery of survivors of sexual exploitation. The model uses best practices that promote access to essential services by providing advocacy, service facilitation and resource coordination in multiple domains (i.e. food, housing, mental health, substance use treatment) in safe spaces. The model utilizes a public health approach that understands the manifestations of trauma, views culture as a strength, and is delivered in a survivor informed context. Participation is choice-based. This is a departure from punitive approaches that strengthen cycles of abuse. Its services bridge research to practical applications.

Project Respect's service model begins with the key understanding that our target population is impacted by a complex configuration of trauma. In order to provide trauma-informed services, staff must first understand the manifestations of trauma. Then, participants' self-management skills building is addressed while engaging them in a learning process that builds toward increasing levels of wellness and self-determination leader to greater degrees of economic stability.

Project Respect is located in downtown Madison and is easily accessible by City bus service. Facilities include reception and information area, "clubhouse" with computer for making resumes and working on housing and job search activities and where those served can gather for information support. Office space for confidential meetings, free food pantry, and group room to engage in formal peer support; snack and beverage station, and personals and clothing room where those served can receive free clothing, household and personal care items. Assistance with transportation is provided when needed and financial assistance for fees to obtain identification, food, gas, diapers, some emergency housing etc. while funds last. Services are available at the office or elsewhere in the community in order to meet persons where they are at. Staff is available 24/7 to respond to emergency need for services. Services are provided in English and Spanish language/culture.

- 3. Describe any significant changes or shifts at your agency in the past two years:** This may include changes in leadership, turnover of management positions, strategic planning efforts, or expansion/loss of funding and/or staff. Please describe how these changes may impact your agency's ability to provide the proposed services. If there are no changes to the report, write "No Changes."

No changes that impact ability to provide proposed services.

- 4. Describe any anticipated changes or shifts at your agency in the next two years.** Please describe how these changes may impact your agency's ability to provide the proposed services. If there are no changes to the report, write "No Changes."

No changes that impact ability to provide proposed services.

- 5. Describe your organization's required qualifications, education, and training for program staff.**

Include how your organization supports staff in meeting these requirements and any ongoing professional development opportunities offered (e.g., trauma-informed care, Adverse Childhood Experiences [ACEs], culturally responsive services, etc.).

Project Respect maintains a staff with a range of qualifications including lived experience, high school, college-level training, and ongoing professional development training. Every staff person is allocated a training budget and makes a training/career plan designed to advance their skills to perform existing job duties, but also to

advance their careers. All staff must completed required orientation that includes these topics: Understanding Human Trafficking, Civil Rights Training, Child Abuse Prevention, Victim Assistance Training, Victim rights, Crime Victim Compensation, Narcan Training, Overview of Homelessness Services. Within first year of employment staff must complete the WI Department of Justice Office for Victims of Crime, Victim Advocate Training. On-going professional development training includes: peer specialist certification, substance abuse counselor certification, providing trauma-informed care, public health models/best practices, motivational interviewing, social determinants of health. Project Respect maintains a training program that prepares persons with lived experience to work at all levels of service.

Joint/Multi-Agency Qualifications: *Fill out if you are **THE LEAD AGENCY** in the Joint/Multi-Agency Application **ONLY***

Program name: N/A

Program type: Choose an item.

List all joint or partner applicants involved in this program and include their website links (for reference to their mission and vision statements) N/A

6. Provide an overview of your organization's partnership history with the collaborating agency or agencies.

When and how did the partnership(s) begin, and what collaborative initiatives or projects have you worked on together in the past?

N/A

7. Explain the rationale for partnering with the agency or agencies identified in this application.

What unique strengths or resources does each organization contribute, and how do these assets complement one another in achieving the goals of the proposed program?

N/A

8. Describe how roles and responsibilities will be divided between your organization and the collaborating agency or agencies in the proposed program. How will each partner contribute to program design,

implementation, and evaluation?

N/A

9. Outline any anticipated challenges or barriers related to the partnership and describe how you plan to address them collaboratively.

N/A

10. If applicable, describe any past collaborations your organization has had with agencies providing crisis intervention or prevention services for youth, individuals, or families at risk of or experiencing crisis due to gender-based violence. What lessons or insights did you gain from those experiences and how will they inform you in your approach to the current partnership?

N/A



CRISIS INTERVENTION AND PREVENTION SERVICES 2025 REQUEST FOR PROPOSAL (RFP) APPLICATION

Part 2 - Program Narrative Form

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Program Narrative Form **MUST be completed for EACH PROGRAM** for which you are asking for funds.

JOINT/MULTI-AGENCY APPLICANTS

Only the designated 'LEAD AGENCY' is required to submit the Program Narrative form on behalf of each of the identified partners listed in the application.

Responses to this RFP should be complete but succinct. Materials submitted in addition to **Part 1 - Organization Narrative, Part 2 - Program Narrative(s), and Part 3 - Budget Workbook** **will not be considered in the evaluation of this proposal.**

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If you need assistance related to the **content of the application** or are unclear about how to respond to any questions, please contact CDD staff: Nancy Saíz, Community Development Specialist nsaiz@cityofmadison.com, or Yolanda Shelton-Morris, Community Resources Manager yshelton-morris@cityofmadison.com.

We are committed to assisting interested organizations understand and work through this application and funding process.

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Part 2 - Program Narrative Form

Program Name:	Project Respect	Total Amount Requested for this Program:	\$ 59,793.81
Legal Name of Organization:	ARC Community Services, Inc.	Total amount Requested for Lead/Single Applicant	\$ 59,793.81
Legal Name of Partner(s) (Joint/Multi-Agency Applicants only):		Total Amount Requested for Partner 1:	\$
		Total Amount Requested for Partner 2:	\$
		Total Amount Requested for Partner 3*:	\$
Program Contact: Lead Organization Contact	Jan Miyasaki	Email:	jan@respectmadison.com
		Phone:	608-332-4955
Program Type: Select ONE Program Type for this form.			
<input type="checkbox"/> Crisis Intervention Support Services: 24/7 Helpline <input type="checkbox"/> Crisis Intervention Support Services: Shelter Services <input checked="" type="checkbox"/> Prevention Services and Activities: Community-Based Individual/Family Support <input type="checkbox"/> Prevention Services and Activities: Building Community and Stabilization <input type="checkbox"/> Adults and Families <input type="checkbox"/> Youth ages 12-18 years old			
<p>PLEASE NOTE: Separate applications are required for each distinct/stand-alone program. Programs are considered distinct/stand-alone if the participants, staff and program schedule are separate from other programs, rather than an activity or pull-out group.</p>			

1. PROGRAM OVERVIEW

A. Need: What specific need(s) in the City of Madison does this program aim to address? Please cite the data or community input used to support your response.

There is no systematic data collection on the numbers of persons sexually exploited in our community. However, the number of persons served at Project Respect through all of its programs (including the city-funded project) provide an important portal to the potential size of the problem. In 2024, Project Respect provided outreach and engagement, crisis recovery, crisis intervention, service facilitation, complex case management, advocacy, accompaniment to services, mental health therapy, substance abuse assessment and referrals, individual and group peer support, African American Women’s Wellness individual and group facilitation to 149 survivors of sexual exploitation or sex trafficking in Dane County, including 7 juveniles, 144 women, 3 men, 2 non-binary. Of these: 52% White, 39% African American, 4% Latina, 2.5% Asian, 2% Native American, .5% Pacific Islander. Project Respect provides this hard to reach population with an alternative entry point to promote access to essential services for themselves and their families that would have otherwise gone undetected and unserved. Project Respect evaluations tell us that there is a need for a safe place to solve issues related to their shared experiences with sexual exploitation that limited their access to needed resources and support. Its programming is driven by professional evaluation and learning from program participants' understanding of their circumstances and needs.

Project Respect uses the Adverse Childhood Experiences (ACEs) assessment. Using a scale of 0-10, the assessment measures traumatizing experiences and events impacting individuals 17 years old or younger. The higher the ACE score, the higher the risk for negative life outcomes. A person with an ACE score of 0 has a 5% risk of experiencing serious problems working. An ACE score of 4 elevates the risk to 15% (American Psychiatric Association, 2025). Among the women served at Project Respect, the

lowest ACE score assessed was 4 and the typical score was 6. Of these women, those who had high ACE scores struggled with continuous bouts of homelessness, drug use disorders, sexual exploitation, incarceration, and suffering with varying degrees of untreated mental illness and other chronic health problems, such as diabetes and high blood pressure. The vulnerabilities associated with multiple and sustained traumas of childhood and negative consequences of unaddressed trauma follows them into adulthood, creating impediments to important opportunities for education, satisfactory employment and safe housing.

Because there is no data collected specially regarding sexual exploitation, victimization and trauma the number of survivors is hard to quantify. However, other data may suggest the extent of the problem and the need for recovery services among adults today. In 2025, the poverty rate for the City of Madison was 16.2%. Homelessness is up 7% from last year and continues to trend upwards. The State of Homelessness in WI 2021 report found that Dane County had the highest percentage of chronically homeless in Wisconsin, then at 11.5%. The Dane County Youth Assessment 2021 found that 8.4% of the high school girls in the lowest income category report having sexual contact for money or to have a place to stay. The 2020 Dane County Homeless Incidence of Trafficking Summary found that 34.8% of young homeless adults reported high risk behavior including trading sex to survive. A Dane County study found that 90% of the females at the Dane County Juvenile Jail report being sex trafficked (Dane County Baseline Study 2011). A Madison Metropolitan School District social worker working with homeless families with school age children estimated that 75% of homeless families with children are doubling up with others out of hardship and necessity, then move to low-cost hotels when they can afford it, and then move to cars or elsewhere when the money runs out, and another 6% or so are living long-term in low cost hotels and motels making adults and children vulnerable to sexual exploitation and sex traffickers. (WSJ 2016). In a random sampling of women receiving publicly funded mental health and substance abuse services in Dane County, 23.3% reported in trading sex when they did not to. These women were significantly disadvantaged in terms of access to material resources and had fewer family and social resources than other Dane County Women (UW School of Social Work 2003). So, while Madison has been described as one of the best communities to live, work and raise families, this data suggests that there is a persistent number of persons in Madison who do not enjoy these advantages.

- B. Goal Statement: What is the overarching goal of your program in response to the identified need? How does this goal align with the scope, priorities, and desired outcomes described in the RFP guidelines?

The goal of this proposal is to support development of protective factors and resiliency, foster community connection and improve long-term personal and family well-being for survivors of sexual exploitation in the City of Madison. The program prioritizes building intentional relationships, providing choice and voice to survivors, and addressing root causes of exploitation.

- C. Program Summary Briefly summarize your proposed program, including the population served, core services or activities, where and how services will be delivered, and key expected outcomes. This should provide a high-level snapshot of the program.

The program will serve adult survivors of sexual exploitation. Core services are: peer outreach, engagement and support; provision of education on available community resources and assistance with navigating complex systems; maintaining effective partnerships with other service providers to ensure coordinated and holistic care. Services will be offered Monday, Tuesday, Wednesday and Friday from 8a-5p, and Thursdays from 8a to 8p. Additional hours (including weekends) are arranged as needed or for special events. Services will be delivered in person at the office, in the community or field as needed. Services may be provided virtually, or by phone or text. Emergency services are available 24/7.

Key expected outcomes include: 1) increased confidence in navigating systems and ability to support self and family in short- and long-term. 2) increased understanding of impact of trauma and increased use of self-management skills. 3) improved functionality in one or more life domains.

2. POPULATION SERVED

- A. Proposed Participant Population: Describe the intended service population that will be impacted by this program (e.g., location, ages, race/ethnicities, income ranges, English language proficiency, if applicable etc.) AND how has your org/agency engaged members of this population in designing, informing, developing, implementing the proposed program?

This proposal will serve adults ages 18-60 with low incomes below the poverty threshold who are vulnerable to sexual sex exploitation, and survivors to prevent future episodes of trauma. All ethnicity/race and with specialized African American Wellness activities. Services are provided in English and Spanish language/culture. Services will be provided at the Respect office, or in the community as requested. Additional hours will be provided at the Allied Wellness Center. Project Respect maintains a survivor leadership group that assists with program design and implementation.

Project Respect engages a professional evaluator that conducts individual and group evaluation interviews and activities.

- B. 2024 Participant Demographics: If your organization has offered similar or related programming in 2024, please provide available demographic data for participants served. This can include data collected through formal programs, pilot efforts, or community-based work—even if it was not funded by the City. If exact numbers are not available, please provide your best estimates and briefly note how the data was gathered (e.g., intake forms, surveys, observations). If you are a new applicant and do not yet have demographic data, please indicate that below.

Race	# of Participants	% of Total Participants
White/Caucasian	78	52
Black/African American	58	39
Asian	4	2.5
American Indian/Alaskan Native	3	2.0
Native Hawaiian/Other Pacific Islander	1	.5
Multi-Racial		
Balance/Other	6	
Total:		
Ethnicity		
Hispanic or Latino	6	4.0
Not Hispanic or Latino	143	96
Total:		
Gender		
Man	3	2.0
Woman	144	96.5
Non-binary/GenderQueer	2	1.5
Prefer Not to Say	0	
Total:		

Comments (optional):

- C. Language Access, Cultural Relevance: Please describe how the proposed program will serve non-English speaking youth, individuals, and families. Describe how the proposed program builds and sustains adequate access and cultural relevance needs.

Project Respect services are available in Spanish language. Through other existing Project Respect programs/grants, Project Respect employs two staff members with Spanish language and culture. Through these activities, Project Respect co-founded a coordinated community response to labor exploitation and labor trafficking with a focus on the needs of Latino survivors. Members include: culturally relevant service providers, legal services, immigrant and refugee services/advocates, workers rights, housing providers, victim services. Another current project is a partnership with the U.W. School of Human Ecology to complete survey and other activities to identify available services and needs for Latino immigrants in Wisconsin. Staff from these other projects can be deployed to the city-funded project when needed.

- D. Recruitment and Engagement Strategy:

a. **Recruitment & Outreach:**

How does your program plan to recruit and reach members of the identified service population? Please describe any community outreach strategies, partnerships, or referral pathways you will use. Project Respect survivor leadership group assists with development of outreach plan to reach targeted population through face to face and virtually with individuals in their own social networks in need of services, and on social media. Outreach plan includes in person individual outreach and

group presentations at the Allied Wellness Center, FOSTER, and through the African American Opioid Coalition member groups, recovery coaches and certified peer specialists. Outreach will be provided in person or virtually to staff/participants at harm reduction clinics and substance abuse treatment. Staff participates on multidisciplinary teams (including staff from Dane County Human Services, City of Madison Neighborhood Resource Teams and the City of Madison Police Department for child/adult trafficking, homelessness, domestic violence, sexual assault, healthcare that create referral pathways. Project Respect is also a provider with the Dane County Crisis Provider Network service pathway. Project Respect is actively engage with the Public Health Madison and Dane County Violence Prevention Coalition where significant networking occurs with those working on safe neighborhood issues in the community which is critical referral pathway.

b. Addressing Barriers to Participation:

What specific barriers to participation (e.g., transportation, scheduling, language, trust) might the population face, and how does your program plan to address them?

Barriers to participation faced by targeted population include: caretaking responsibilities, mental health struggles, harmdoers preventing person from seeking help or threatening to disclose sensitive information, lack of reliable transportation, no phone service, homelessness, lack of trust/negative past experience with service providers, linguistic barriers, inability to participate during traditional office hours and days. To overcome these barriers to participation: 1) childcare space is available and parents can bring their children with them when accessing services. 2) services are provided virtually, by phone or by text when needed. 3) assistance with safety planning and referral to additional crisis support services as needed. 4) "clubhouse" is available for participants to use phone and computer to conduct other business and short- and long-term storage is available. 4) resources are available for transportation and communication needs. 5) alternative meeting times/days are available.

c. Enrollment & Engagement Approach:

Describe how participants will be enrolled and engaged in the program. Include any tools, processes, or approaches you will use that are responsive to the needs and preferences of the population served (e.g., Individual Service Plan (ISP), intake forms, assessment tools, culturally responsive practices).

Recognizing red flags were once believed to be the best way to identify survivors, but we have since learned that vulnerability to exploitation and trafficking situations can look very different and is often based upon many factors. Shifting away from red flags increases identification and creates more pathways to healing and justice for survivors. This knowledge calls for a more comprehensive approach to identifying and meeting the needs of survivors. Providers must understand the community- and society-level conditions that create risk factors for individuals. Screening can start with addressing immediate safety concerns; learning how a person has been caring for self when while unhoused. Identify barriers and challenges to obtaining services, resources and support. (U.S. Department of Justice Office for Victims of Crime Human Trafficking Collective 2025.)

Project Respect as never used the red flags screening tools. It has always used intakes and assessments tools designed to identify service needs in multiple domains, implemented trauma assessment and functionality tools following public health best practices. These determine level of risk for exploitation, possible exploitation. Disclosures are often made immediately in a safe place or may occur progressively over time and this does not mean that the person does not want help.

3. PROGRAM LOCATION, DESCRIPTION, AND STRUCTURE

A. Activities: Describe your proposed program activities. Please be sure to specify your program type, i.e. shelter services, workshops, helplines, classes, etc.).

Project Respect is a victim services center that provides these program activities: individual and group outreach and engagement sessions; individual informational and educational sessions on available services in multiple life domains and navigating systems successfully to meet needs of self and family; individual systems advocacy to address challenging barriers; individual trauma education session and self-management skills building; individual and group peer support.

B. Use of Evidence-Based or Promising Practices:

Please identify any evidence-based or evidence-informed models, practices, or curricula used, including sources or documentation of their effectiveness. If your program does not use a formal evidence-based model, describe the rationale for your approach and how it aligns with the goals of crisis intervention and prevention.

Best practices indicate: 1) effective programs regard individuals as experts on their own lives and meet survivors where they are in their own process of change (Wahab et al. 2014) 2) intentionally develop reparative relationships between survivors and culturally sensitive providers. Reparative relationships have two primary characteristics: empowering and mattering. These affect an African American women's decision to engage with social services. (Blakely & Grocher, 2020). 3) provision of safe place non-judgmental space (Sallman, 2004); 4) promote access to essential services. Provide dedicated broker of mainstream services. Survivors may be so disengaged from the usual service infrastructure making it difficult to access without some form of signposting of advocacy. (Mayhew and Mossman, 2007). 5) Utilize motivational approach. Meet person "where they are at". Integrating key elements of motivational interviewing within a framework of oppression and inequality create a culturally tailored MI technique. (Martin and Downing, 2008; Avruch & Shaia, 2022) 6) Provide support to navigate systems in holistic way in multiple life domains utilizing trauma-informed approach and culturally responsive context viewing culture as strength. (Crenshaw, 1991; Farley, 1998; USDOJ Human Trafficking Collective, 2025) 7) Use peer-based survivor context to reach marginalized persons. (USDOJ, 2025)

C. Program/Service Schedule and Location: Please fill out the charts below to describe the schedule for your proposed program or service, including days and hours that services, classes, workshops, or other activities will be operating (if your staff operates during varied hours, please give your best overview of when your staff are interacting with clients).

- a. If your program operates at **multiple locations** with the **same schedule**, please list all locations TOGETHER in **TABLE 1** and include the schedule of operation
- b. If your program operates at **multiple locations** with **different schedules**, use **TABLE 2** in addition to table 1 to detail each location's unique schedule
- c. If you are submitting a JOINT/MULTI-AGENCY application:
 - i. Use **TABLE 1**, if the service operates at **multiple locations** with the **same hours** (Please list all locations)
 - ii. Use **TABLE 2**, in addition to table 1, if the service is operating at **multiple locations** with **different hours**

Table 1:

PROGRAM LOCATION(s):		
Day of the Week	Start Time	End Time
Monday	8:00 AM	5:00 PM
Tuesday	8:00 AM	5:00 PM
Wednesday	8:00 AM	5:00 PM
Thursday	8:00 AM	8:00 PM
Friday	8:00 AM	5:00 PM
Saturday	Choose an item.	Choose an item.
Sunday	Choose an item.	Choose an item.

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****If hours are different than those listed, please use rows below drop-down list***

Table 2: (Optional/if needed)

PROGRAM LOCATION(s):		
Day of the Week	Start Time	End Time
Monday	Choose an item.	Choose an item.
Tuesday	Choose an item.	Choose an item.
Wednesday	Choose an item.	Choose an item.
Thursday	Choose an item.	Choose an item.
Friday	Choose an item.	Choose an item.
Saturday	Choose an item.	Choose an item.
Sunday	Choose an item.	Choose an item.

****If hours are different than those listed, please use rows below drop-down list***

If applicable, please list the third and any subsequent service locations. Include the specific program schedule(s) differences as compared to the programs included in the tables above:

n/a

4. ENGAGEMENT COORDINATION AND COLLABORATION

- A. Family Engagement: Describe how your program engaged youth, individuals, and families in the development of this proposal, and how they will be involved in the implementation and assessment of the program activities.

Survivor youth, individuals, and individuals with families provide direction on design and implementation of program and evaluation activities.

- B. Neighborhood/Community Engagement: Describe how your program engaged neighborhood residents or other relevant community stakeholders in the development of this proposal, and how they will be involved in the implementation and assessment of the program activities.

Allied Wellness Center leadership group reviewed proposed partnership and need for services from Project Respect and voted to add Project Respect activities to their program site. Community stakeholders are part of a coordinated community response (CCR) group that meets 6 times a year and provides input and feedback about all program activities. Community stakeholders include: other community-based organizations, youth services, faith and lay community groups, school district, law enforcement. Allied Wellness Center will be joining CCR group in 2026.

- C. Collaboration: Please complete the table below and respond to the narrative questions regarding program collaboration with community partners.

Note:

- Single applicants **MUST** list all partners/collaborators below and include a letter of commitment/support from the agency partner highlighting the ways in which the agency will support the program.
- Joint Lead applicants **MUST** include the program partners list, their role & responsibilities, contact person, and attach a Memorandum of Understanding MOU.

Partner Organization	Role & Responsibilities	Contact Person	Signed MOU (Yes/No)?
Allied Wellness Center	AWC and Project Respect will provide and accept referrals; AWC will attend Coordinated Community Response group. Project Respect will co-facilitate onsite Wellness group for Black Women, provide on-site outreach hours.	Leslie McAllister	Yes
African American Opioid Coalition	AAOC and Project Respect will provide and accept referrals	Charlie Daniel/Candace McDowell	Yes
FOSTER	FOSTER and Project Respect will provide and accept referrals	Jacquelyn Hunt	Yes

List any additional partners, their role & responsibilities, contract person and MOU information (if applicable):
n/a

How do these partnerships enhance this proposal?

These partnerships will assist with outreach and identifying highly marginalized person in need of services. They are experienced, trusted, community-based providers.

What are the decision-making agreements with each partner?

Each agency will follow their own protocols, follow confidentiality and obtain releases of information to share information. Additional decision-making agreements will be developed.

- D. Resource Linkage and Coordination: What resources are provided to youth, individuals, and families participants by your proposed program/service? How does the program coordinate and link participants to these resources?

Resources to pay for items such as extracurricular activities, bus passes/transportation, school supplies, food, basic household needs, birth certificates, identification cards, some housing assistance, utilities etc. are available. Free resources include: food pantry, personal hygiene, diapers, clothes. Short-and long-term storage of personal items is available. Free store of items is self-service. Others require assistance from a staff member. Staff will directly refer to partner agencies when appropriate for additional resource linkage.

5. PROGRAM QUALITY, OUTPUTS, OUTCOMES AND MEASUREMENT

- A. Program Outputs – Please tell us how you are measuring your output data such as: Unduplicated Youth, Individuals, Families, Community Events, Program Hours, etc. Please see Guidelines 1.1

of persons outreached to; # of persons utilizing peer support, # of individual intakes completed; # of individual service plans developed; # of cross system referrals made; % of persons demonstrating progress on

objectives (i.e. reporting confidence in self, understanding trauma and using self-management skills; measuring improved functionality

B. Program Outcomes

Please describe the data and the data source used to choose your outcome objectives:

Critical elements of economic empowerment for survivors include: strengthening skills, access to resources and confidence to support themselves and their families in the short- and long-term; and teaching skill building and work readiness, including foundational cognitive skills and non-cognitive soft skills U.S. Department of Justice, Office for Victims of Crime Human Trafficking Task Force, 2017; The Anti-Human Trafficking field best practices do not use "Red Flags" rooted in discriminatory assumptions that are foundationally racist, gendered and poverty-shaming in nature, and that requires persons to restate their trauma and promotes stigmatization. Best practices foster access, inclusivity, trust and belonging that supports the whole person and addresses barriers to services and support, and providing education regarding rights and impact of trauma to improve functionality . U.S. Department of Justice, Office for Victims of Crime, Human Trafficking Collective, "Shifting Current Practices in the Anti-Trafficking Field, 2025

Please complete the table(s) with your selected outcome objectives. Applicants must choose from the measurable outcomes listed in the RFP that correspond to the priority area for which they are applying. Youth-specific programs are **required** to report on the youth outcomes identified in the RFP. In addition to these required outcomes, applicants may propose additional program-specific outcomes they plan to track and evaluate. **Note: Outcome EXAMPLE Objective is not required and is ONLY meant to serve as an example outcome to reference as you complete the other tables**

Outcome EXAMPLE Objective: 75% of clients report services were accessible, inclusive, and responsive to their individual identities and experiences (this is an EXAMPLE ONLY and is NOT REQUIRED).				
Performance Standard	Targeted Percent	75%	Targeted Number	90 of 120 clients
	Actual Percent	78%	Actual Number	94 out of 120 clients
Measurement Tool(s) and Comments: Client exit survey and open-ended feedback forms				
Methodology: The primary measurement tool was an exit survey that used open-ended and multiple-choice prompts to allow participants to elaborate on their experiences. Surveys were distributed to all program participants at time of exit from services/at the point of program completion, surveys are voluntary and anonymous.				

Outcome Objective #1: 20 75% of clients will report increased confidence in navigating systems and ability to find services that meet needs of self and family.				
Performance Standard	Targeted Percent	75%	Targeted Number	23
	Actual Percent		Actual Number	
Measurement Tool(s) and Comments: service tracking forms; client functionality assessment tool;				
Methodology: use of at least 1 new life skill; use of atleast 2 new resources aligned with their individual needs				

Outcome Objective #2: 75% of clients will have increased understanding of impact of trauma and increase use of self-management skills				
Performance Standard	Targeted Percent	75%	Targeted Number	23
	Actual Percent		Actual Number	

Measurement Tool(s) and Comments: service trafficking forms external referrals
Methodology: Service trafficking forms show success external referrals for trauma education and self-management skills education.

Outcome Objective #3: 65% show Improved functionality in one or more life domains				
Performance Standard	Targeted Percent	65%	Targeted Number	20
	Actual Percent		Actual Number	
Measurement Tool(s) and Comments: client functionality assessment tool with multiple domains (i.e. housing, food and basic needs, income/vocational, health care, use of supports, family and other relationships)				
Methodology: client functional assessment tool detects any positive change using stages of behavior change scale (precontemplative, contemplative, preparation, action, maintenance)				

To add additional outcome objectives, please copy and paste the table below as needed.

- C. **Data Tracking:** What data tracking systems are in place or will be in place to capture the information needed to document demographics, program activities, outcome measures, and expenses?
 Individual intake forms; individual service trafficking forms; client functioning assessment tool; service plans with goals/objectives and outcomes; outreach activity logs.

6. PROGRAM STAFFING AND RESOURCES:

- A. **Program Staffing:** Full-Time Equivalent (FTE) – Include employees, with direct program implementation responsibilities. **Please be sure to list all required certifications and training.** FTE = % of 40 hours per week. Use chart below and use one line per individual employee.

Position Title	FTE	Required Certifications and Training	Location(s)
Peer Outreach .75 FTE		Lived experience with sexual exploitation, substance abuse and incarceration with demonstrated live recovery. Certified Peer Specialist. Must complete orientation including: WI Department of Justice Office for Crime Victim Services Victim Advocate Training; Civil Rights Training; Wisconsin Coalition Against Sexual Assault Child Abuse Prevention;	1457 East Washington Avenue 832 E. Johnson Street Community as needed

- B. Volunteers: Describe your process for screening, training, and supervising volunteers who will have direct contact with program participants.
Project Respect utilizes volunteers who have direct contact with program participants from two well-established community groups directed by a registered nurse and a master's in social work that Project Respect has vetted regarding their training curriculum and trainers (including Project Respect, Madison Police Department). Their volunteers are trained in providing trauma-informed care, ethics/boundaries and supervise their volunteers to work with our program participants. All volunteers are included in and communicate with service team.
- C. Other Program Resources Please list any other program resources or inputs (e.g., program space, transportation, equipment, or other supports) that are necessary for the success of your program. Are these resources currently in place? If not, describe your plan and timeline for securing them.
Yes, all program resources/inputs are currently in place.

7. BUDGET

- A. The budget workbook should be submitted with the proposal using the template provided in an Excel document or as a PDF. There are six tabs within the Excel spreadsheet: Cover Page, Board & Staff Demographics, Revenue, Expenses, Personnel, and Program Summary. **The Cover Page, Program Summary, and relevant Program Budgets must be submitted with this document for a proposal to be complete.**

Joint/Multi-Agency Applications

- B. The Lead Applicant will be responsible for submitting the Budget Workbook and Budget Narrative(s) alongside all required materials.
- a. The budget template and budget narrative can be found on the [CDD Funding Opportunities Website](#).

8. If applicable, please complete the following:

A. Disclosure of Conflict of Interest

Disclose any potential conflict of interest due to any other clients, contracts, or property interests, e.g. direct connections to other funders, City funders, or potentially funded organizations, or with the City of Madison.
NONE

B. Disclosure of Contract Failures, Litigations

Disclose any alleged significant prior or ongoing contract failures, contract breaches, any civil or criminal litigation.
NONE

APPLICATION FOR 2025 CRISIS INTERVENTION AND PREVENTION SERVICES PROGRAMS

1. ORGANIZATION CONTACT INFORMATION

Legal Name of Organization	ARC Community Services, Inc.
Mailing Address	2001 W Beltline Hwy, Ste 102
Telephone	608-278-2300
FAX	608-278-2313
Director	Linda Van Tol
Email Address	lvantol@arccommserve.com
Additional Contact	Jan Miyasaki
Email Address	jan@respectmadison.com
Legal Status	Private: Non-Profit
Federal EIN:	51-0163796

2. PROPOSED PROGRAMS

		2026	If currently City funded	
Program Name:	Letter	Amount Requested	2025 Allocation	Joint/Multi Application - SELECT Y/N
Project Respect	A	\$59,740	\$58,000	No
Contact:	Jan Miyasaki			
	B			
Contact:				
	C			
Contact:				
	D			
Contact:				
	E			
Contact:				
TOTAL REQUEST		\$59,740		

DEFINITION OF ACCOUNT CATEGORIES:

Personnel: Amount reported should include salary, taxes and benefits. Salary includes all permanent, hourly and seasonal staff. Taxes/benefits include all payroll taxes, unemployment compensation, health insurance, life insurance, retirement benefits, etc.

Operating: Amount reported for operating costs should include all of the following items: insurance, professional fees and audit postage, office and program supplies, utilities, maintenance, equipment and furnishings depreciation, telephone, training and conferences, food and household supplies, travel, vehicle costs and depreciation, and other operating related cost

Space: Amount reported for space costs should include all of the following items: Rent/Utilities/Maintenance: Rental costs for office space; costs of utilities and maintenance for owned or rented space. Mortgage Principal/Interest/Depreciation/Taxes: Costs with owning a building (excluding utilities and maintenance).

Special Costs: Assistance to Individuals - subsidies, allowances, vouchers, and other payments provided to clients. Payment to Affiliate Organizations - required payments to a parent organization. Subcontracts - the organization subcontracts for service being purchased by a funder to another agency or individual. Examples: agency subcontracts a specialized counseling service to an individual practitioner; the agency is a fiscal agent for a collaborative project and provides payment to other agency

3. SIGNATURE PAGE**AFFIRMATIVE ACTION**

If funded, applicant hereby agrees to comply with City of Madison Ordinance 39.02 and file either an exemption or an affirmative action plan with the Department of Civil Rights. A Model Affirmative Action Plan and instructions are available at cityofmadison.com/civil-rights/contract-compliance.

CITY OF MADISON CONTRACTS

If funded, applicant agrees to comply with all applicable local, State and Federal provisions. A sample contract that includes standard provisions may be obtained by contacting the Community Development Division at 266-6520. If funded, the City of Madison reserves the right to negotiate the final terms of a contract with the selected agency.

INSURANCE

If funded, applicant agrees to secure insurance coverage in the following areas to the extent required by the City Office of Risk Management: Commercial General Liability, Automobile Liability, Worker's Compensation, and Professional Liability. The cost of this coverage can be considered in the request for funding.

4. SIGNATURE

Enter name:

By entering your initials in the box you are electronically signing your name and agreeing to the terms listed above.

DATE

INITIALS:

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5. BOARD-STAFF DEMOGRAPHICS

Indicate by number the following characteristics for your agency's current board and staff. Refer to application instructions for definitions. You will receive an "ERROR" until you finish completing the demographic information.

DESCRIPTOR	BOARD		STAFF		MADISON*		
	Number	Percent	Number	Percent	GENERAL Percent	POVERTY Percent	R/POV** Percent
TOTAL	8	100%	79	100%			
GENDER							
MAN	2	29%	3	4%			
WOMAN	5	71%	75	96%			
NON-BINARY/GENDERQUEER		0%	0	0%			
PREFER NOT TO SAY	1	17%	1	1%			
TOTAL GENDER	8	114%	79	100%			
AGE							
LESS THAN 18 YRS	0	0%	0	0%			
18-59 YRS	5	63%	69	87%			
60 AND OLDER	3	38%	10	13%			
TOTAL AGE	8	100%	79	100%			
RACE							
WHITE/CAUCASIAN	5	63%	53	67%	80%	67%	16%
BLACK/AFRICAN AMERICAN	0	0%	7	9%	7%	15%	39%
ASIAN	1	13%	2	3%	8%	11%	28%
AMERICAN INDIAN/ALASKAN NATIVE	0	0%	0	0%	<1%	<1%	32%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	0	0%	0	0%	0%	0%	0%
MULTI-RACIAL	1	13%	1	1%	3%	4%	26%
BALANCE/OTHER	1	13%	16	20%	1%	2%	28%
TOTAL RACE	8	100%	79	100%			
ETHNICITY							
HISPANIC OR LATINO	1	13%	12	15%	7%	9%	26%
NOT HISPANIC OR LATINO	7	88%	67	85%	93%	81%	74%
TOTAL ETHNICITY	8	100%	79	100%			
PERSONS WITH DISABILITIES	0	0%		0%			

*REPORTED MADISON RACE AND ETHNICITY PERCENTAGES ARE BASED ON 2009-2013 AMERICAN COMMUNITY SURVEY FIGURES.

AS SUCH, PERCENTAGES REPORTED ARE ESTIMATES. See Instructions for explanations of these categories.

**R/POV=Percent of racial group living below the poverty line.

6. Does the board composition and staff of your agency represent the racial and cultural diversity of the residents you serve? If not, what is your plan to address this? (to start a new paragraph, hit ALT+ENTER)

Yes, our board and staff composition represent the racial and cultural diversity of the residents that we serve. Project Respect/Program A staff include: 9 women, 1 man, 1 non-binary; 4 Black, 2 Hispanic/Latino, 2 White, 1 Arabic, 1 American Indian/Alaskan Native, 1 Asian; 10 18-59, 1 greater than 60. 2 with disabilities.

7. AGENCY GOVERNING BODY

How many Board meetings were held in 2024

4

How many Board meetings has your governing body or Board of Directors scheduled for 2024?

4

How many Board seats are indicated in your agency by-laws?

4

List your current Board of Directors or your agency's governing body.

Name	Gerry Mowris			
Home Address	222 W Washington Ave, Madison, WI 53701			
Occupation	Retired Attorney at Law			
Representing	Member			
Term of Office		From:	03/1982	To: 03/2027
Name	Amy Bruchs			
Home Address	1 S Pinckney St, Madison, WI 53703			
Occupation	Attorney at Law			
Representing	Chairperson			
Term of Office		From:	03/2003	To: 03/2028
Name	Michel Kopplin			
Home Address	1709 Landmark Dr, Cottage Grove, WI 53527			
Occupation	Compliance Manager			
Representing	Secretary/Treasurer			
Term of Office		From:	04/2022	To: 04/2028
Name	Sreevalli Atluru			
Home Address	4131 Meridian Dr, Windsor, WI 53598			
Occupation	Physician, UW Health			
Representing	Member			
Term of Office		From:	12/2023	To: 12/2026
Name	Lisa Jackson			
Home Address	8916 Red Beryl Dr, Middleton, WI 53562			
Occupation	Dane County Board Supervisor			
Representing	Member			
Term of Office		From:	10/2024	To: 10/2027
Name	Megan Diaz-Ricks			
Home Address	311 Lakota Way, Middleton, WI 53562			
Occupation	Development Director			
Representing	Member			
Term of Office		From:	10/2024	To: 10/2027
Name	Elliott Appel			
Home Address	Madison, WI			
Occupation	Financial Planner			
Representing	Member			
Term of Office		From:	04/2025	To: 04/2028
Name	Karen Kinsey			
Home Address	Middleton, WI			
Occupation	Retired CEO of ARC Community Services, Inc.			
Representing	Member			
Term of Office		From:	09/2023	To: 09/2026

AGENCY GOVERNING BODY cont.

Name

Home Address

Occupation

Representing

Term of Office

From:

mm/yyyy

To:

mm/yyyy

Name

Home Address

Occupation

Representing

Term of Office

From:

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To:

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To:

mm/yyyy

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Home Address

Occupation

Representing

Term of Office

From:

mm/yyyy

To:

mm/yyyy

****Instructions: Complete this workbook in tab order, so the numbers will autofill correctly. Only fill in the yellow cells.**
Only use whole numbers, if using formulas or amounts with cents, convert to whole number before submitting to CDD.

Please fill out all expected revenues for the programs you are requesting funding for in this application.
 All programs not requesting funding in this application, should be combined and entered under NON APP PGMS
 (last column)

REVENUE SOURCE	AGENCY 2026	PROGRAM A	PROGRAM B	PROGRAM C	PROGRAM D	PROGRAM E	NON APP PGMS
DANE CO HUMAN SVCS	388,196						388,196
UNITED WAY DANE CO	29,800						29,800
CITY CDD (This Application)	59,740	59,740					
City CDD (Not this Application)	0						0
OTHER GOVT*	5,014,298						5,014,298
FUNDRAISING DONATIONS**	327,925	0					327,925
USER FEES	0						
TOTAL REVENUE	5,819,959	59,740	0	0	0	0	5,760,219

*OTHER GOVERNMENT: Includes all Federal and State funds, as well as funds from other counties, other Dane County Departments, and all other Dane County cities, villages, and townships.

**FUNDRAISING: Includes funds received from foundations, corporations, churches, and individuals, as well as those raised from fundraising events.

****Use whole numbers only, please.**

[illegible]

****List all staff positions related to programs requesting funding in this application, and the amount of time they will spend in each program.**

Title of Staff Position*	2026 Program A FTE**	2026 Program B FTE**	2026 Program C FTE**	2026 Program D FTE**	2026 Program E FTE**	2026 Total FTE	2026 Annualized Salary	2026 Payroll Taxes and Fringe Benefits	2026 Total Amount	2026 Hourly Wage***	2026 Amount Requested from the City of Madison
PROGRAM DIRECTOR	0.07					0.07	100,000	28,860	128,860	48.08	9,020
PEER OUTREACH	0.75					0.75	28,080	8,104	36,184	18.00	36,184
						0.00			0	0.00	0
						0.00			0	0.00	0
						0.00			0	0.00	0
						0.00			0	0.00	0
						0.00			0	0.00	0
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						0.00			0	0.00	0
						0.00			0	0.00	0
						0.00			0	0.00	0
SUBTOTAL/TOTAL:	0.82	0.00	0.00	0.00	0.00	0.82	128080.00	36964.00	165044.00	66.08	45204.00

CONTINUE BELOW IF YOU NEED MORE ROOM FOR STAFF POSITIONS

*List each staff position separately. Indicate number of weeks to be employed if less than full year in parentheses after their title.

**Full Time Equivalent (1.00, .75, .60, .25, etc.) 2,080 hours = 1.00 FTE

****List all staff positions related to programs requesting funding in this application, and the amount of time they will spend in each program.**

	2025	2025	2025	2025	2025	2025	2025	2025 Payroll Taxes and Fringe Benefits	2025	2025	2025 Amount Requested from the City of Madison
Title of Staff Position*	Program A FTE**	Program B FTE**	Program C FTE**	Program D FTE**	Program E FTE**	Total FTE	Annualized Salary		Total Amount	Hourly Wage***	
						0.00			0	0.00	0
						0.00			0	0.00	0
						0.00			0	0.00	0
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						0.00			0	0.00	0
						0.00			0	0.00	0
						0.00			0	0.00	0
						0.00			0	0.00	0
TOTAL:	0.82	0.00	0.00	0.00	0.00	0.82	128080.00	36964.00	165044.00	66.08	45204.00

*List each staff position separately. Indicate number of weeks to be employed if less than full year in parentheses after their title.

****Full Time Equivalent (1.00, .75, .60, .25, etc.) 2,080 hours = 1.00 FTE**

Program Summary

This tab should be completely filled in by your previous answers.

Pgm Letter	Program Name	Program Expenses	2026 City Request
A	Project Respect	PERSONNEL	45,204
		OTHER OPERATING	2,877
		SPACE	7,406
		SPECIAL COSTS	4,253
		TOTAL	59,740
B	0	PERSONNEL	0
		OTHER OPERATING	0
		SPACE	0
		SPECIAL COSTS	0
		TOTAL	0
C	0	PERSONNEL	0
		OTHER OPERATING	0
		SPACE	0
		SPECIAL COSTS	0
		TOTAL	0
D	0	PERSONNEL	0
		OTHER OPERATING	0
		SPACE	0
		SPECIAL COSTS	0
		TOTAL	0
E	0	PERSONNEL	0
		OTHER OPERATING	0
		SPACE	0
		SPECIAL COSTS	0
		TOTAL	0
TOTAL FOR ALL PROGRAMS			59,740