



# CRISIS INTERVENTION AND PREVENTION SERVICES

## 2025 REQUEST FOR PROPOSAL (RFP) APPLICATION

### Part 1 – Organization Narrative Form

Submit Application to: [cddapplications@cityofmadison.com](mailto:cddapplications@cityofmadison.com)

**Deadline: 4:30pm September 22<sup>nd</sup>, 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 &amp; 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 &amp; 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](mailto:nsaiz@cityofmadison.com) or Yolanda Shelton-Morris, Community Resources Manager [yshelton-morris@cityofmadison.com](mailto: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](mailto: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:                    | Bayview Foundation, Inc   | Total Amount Requested: | \$ 105,000 |
| All program(s) connected to your organization: | Program Name: Family Support Services<br>Amount Requested: \$ 30,000<br>Applicant Type: Single Agency Application<br>Program Type: Community-Based Individual and Family Support Services<br>List Program Partner(s) (if applicable):     |                         |            |
|  | Program Name: Youth Restoration and Community Building<br>Amount Requested: \$ 45,000<br>Applicant Type: Single Agency Application<br>Program Type: Building Community & Stabilization: YOUTH<br>List Program Partner(s) (if applicable): |                         |            |

|   |   |   |                |
|---|---|---|----------------|
|   | Program Name: Bayview Leaders and Community Stabilization<br>Amount Requested: \$ 30,000<br>Applicant Type: Single Agency Application                     |   |                |
|   | Program Type: Building Community & Stabilization: ADULT & FAMILY<br>List Program Partner(s) (if applicable):  |   |                |
|   | Program Name: n/a<br>Amount Requested: \$<br>Applicant Type: Choose an item.<br>Program Type: Choose an item.<br>List Program Partner(s) (if applicable): |   |                |
|   | <i>If you are applying for more than four programs, please contact Nancy Saiz<br/>         nsaiz@cityofmadison.com</i>                                    |   |                |
| Contact Person for application (Joint Applications - Lead Org): | Jeffrey Sweet   | Email: jeffreysweet@bayviewfoundation.org |                |
| Organization Address:   | 103 La Mariposa Ln, Madison, WI, 53715  | Telephone:                                | (608) 256-7808 |
| 501 (c) 3 Status:   | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No   | Fiscal Agent (if no)                      |                |

**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).

Bayview Foundation was established in 1966 to provide affordable housing and supportive services for low-income families and individuals in Madison's historic Triangle neighborhood. Today, Bayview is home to 415 residents representing more than a dozen cultural communities. Bayview's mission is to support its culturally diverse, low-income families in realizing their aspirations by providing affordable housing, fostering cultural pride, and building community through the arts, education, and recreation. This supports a vibrant community that promotes stability, connection, and opportunity for residents to achieve their aspirations.

Bayview's model is unique, and for over 50 years, the organization has combined housing with wraparound programming to address intergenerational poverty, increase community cohesion, and develop resident leadership. Bayview's commitment to resident engagement and community building has evolved over the years, most recently including ongoing crisis intervention, case management, and family support services.

Bilingual resident services and outreach staff regularly respond to families in crisis, providing supportive services, resource navigation, and referrals in areas such as rent and energy assistance, mental health, food access, and family safety. Prevention efforts include youth programming that focuses on youth development and skill-building, responsive wellness and mental health support tailored to specific ages, and community-building programs that reduce isolation and increase protective factors. These strategies directly serve Bayview's diverse population and align with the City's CIP goals. Bayview's approach directly responds to gaps identified in the Community Voices Survey by offering trusted, neighborhood-based programming that increases actual utilization of services, not just awareness.

- 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.

Bayview has a long history of providing prevention and stabilization services that reduce barriers to access and increase visibility of preventative programming, the two gaps identified in the Community Voices Survey. Current programming includes:

- Resource Facilitation & Case Management (inception: 2012): Bilingual staff provide system navigation, crisis response, and connections to housing, health, disability services, and legal services.
- Youth Engagement Programs (approximate inception: 1986): out-of-school time activities for elementary through high school students with academic support, recreation, SEL, mental health referrals, and identity-affirming spaces.
- Family Stabilization (inception: 2024): New resident intake and case management services, wrap-around supports and resource connection, including securing furniture and household goods, social work referrals and community engagement activities.
- Bayview Leaders Curriculum (operated 2018-2022): Leadership and organizing curriculum to continue to foster grassroots leadership, ensure community voice, and increase social support for family stability at Bayview.
- Youth and Young Adult Employment (inception: 2015): Provide a safe space for youth and young adults to build job-related skills, get 1:1 coaching, and job experience to increase career and life stability as young adults.

Specific examples relevant to this application's proposed programs include: for Community-Based Individual & Family Support, Bayview case managers recently assisted a family in crisis facing eviction by coordinating emergency rental aid, food pantry access, and legal consultation in their home language, preventing displacement. For Building Community & Stabilization – Youth, Bayview facilitated over 20 restorative justice circles last year, preventing conflicts from escalating into school disciplinary actions and creating safer peer environments. For Building Community & Stabilization – Adults & Families, Bayview hosted monthly culturally specific wellness workshops, such as Hmong parenting groups and Spanish-language financial literacy sessions, which increased both participation and trust in preventative programming. Together, these programs demonstrate Bayview's ability to transform awareness into actual engagement, increase visibility of prevention services, and provide crisis stabilization when needed.



- 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."

Bayview completed a three-and-a-half-year redevelopment project in December 2024 that included the complete reconstruction of all housing units, outdoor amenities, grounds, parking, and the neighborhood center. Between August 2024 and January 2026, Bayview welcomed approximately 50 new families into the community, doubling the children living at Bayview and dramatically expanding its community center offerings. Many of the new residents who moved into Bayview had recently experienced housing insecurity or homelessness, which created a greater need for intensive stabilization services work. Staff have been responding with increased case management, crisis intervention, and system navigation to ensure these households can successfully transition to stable housing.

This growth has also led to heightened demand for community-building initiatives. As new families and individuals integrate into the Bayview community, there is a strong need for programming that fosters trust, belonging, and mutual support. The infrastructure for delivering these services is not impacted. Instead, the increased demand requires increased staff time as well as additional, specialized initiatives that directly support the increased number of participants and respond to the changing needs within the community.

An additional change going into effect in late fall 2025 is the consolidation of youth programming under a single Youth Programming Manager. This allows Bayview to treat elementary, middle, and high school programming not as discrete, siloed programs, but as a continuum of care that gives youth and their families consistent access to resources, services, and communities tailored to their specific needs. Given the increase in demand for youth services, as well as the increased need for individualized intervention support and community stabilization, this staffing change will make the longitudinal work of prevention and social/emotional learning easier to measure, deliver, and improve.

- 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."

As described earlier, the population growth and shifting demographics resulted in increased demand for crisis intervention, stabilization, and community-building services. Given that many of the new households came from homelessness and/or transitional housing situations, the need for regular and ongoing intervention and crisis prevention services continues, and Bayview anticipates this will be the case for at least the next two to three years as families settle in, stabilize, and integrate within the larger neighborhood. Additionally, approximately 8-12 new families move into Bayview each year, so there will always be an influx of new households into the community. And, given Madison's housing crisis and Bayview's commitment to serving low-income families, the population will require consistent and specialized support services and programming.

- 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.).

Currently, 53% of Bayview staff are BIPOC, and 35% are bilingual and/or multilingual. Bayview makes a point of hiring people who share the lived experience and identities of those living in the community or accessing center services. The diversity of staff means staff can amplify and respond to varying cultural perspectives and to connect in Bayview's many languages. All Bayview staff participate in regular professional development training and/or reflective practice with coaches. All staff attend YWCA's annual Racial Justice Summit to receive training and support in areas such as mutual aid, trauma-informed care, and repair work.

All program staff are required to have a high school diploma and be up-to-date on their CPR Certification. Bayview provides an annual CPR training for staff. Additional requirements for staff members depend on the position. Those requirements are:

- Youth Program Coordinators (Elementary, Teen, and YAAS): Bachelor's degree in education or related field and/or at least three years of experience working with youth; experience working in diverse communities with youth who are culturally, racially and ethnically diverse; bilingual preferred.
- YAAS Program Coordinator: Bachelor's degree in psychology, social work, or related field and/or at least three years of experience working in social-emotional support roles. Mental Health First Aid, QPR, Restorative Justice Circle Keeper.
- Youth and Family Support Specialist and Coordinator: At least 3-5 years of relevant experience working with adults, youth/teens, and families, and a bachelor's degree in Social Work, Psychology, or a related Social Science field.

Staff professional development and organizational change and development are important, ongoing elements of Bayview's work. Supervisors work with each staff member to evaluate and design a balanced and meaningful development plan, and Bayview has steadily increased its professional development and training budgets for staff and board members to ensure they have the tools to be effective in their roles.

As a component to our professional development work, Bayview requires that white staff members participate in a regular Unlearning White Privilege Group and BIPOC staff members can participate in an optional regularly held BIPOC Affinity Group session.

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

**Program name:**

**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)**

- 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?

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



## CRISIS INTERVENTION AND PREVENTION SERVICES 2025 REQUEST FOR PROPOSAL (RFP) APPLICATION Part 2 - Program Narrative Form

Submit Application to: [cddapplications@cityofmadison.com](mailto:cddapplications@cityofmadison.com)

**Deadline: 4:30pm September 22, 2025**

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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.**

**Do not attempt to unlock/alter this form. The front 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](mailto:nsaiz@cityofmadison.com), or Yolanda Shelton-Morris, Community Resources Manager [yshelton-morris@cityofmadison.com](mailto:yshelton-morris@cityofmadison.com).

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## Part 2 - Program Narrative Form

|   |  |  |                                    |        |              |
|---|--|--|------------------------------------|--------|--------------|
| Program Name:   | Youth Restoration and Community Building | Total Amount Requested for this Program:         | \$ 45,000                          |        |              |
| Legal Name of Organization:   | Bayview Foundation, Inc                  | Total amount Requested for Lead/Single Applicant | \$ 45,000                          |        |              |
| 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  | Jeffrey Sweet                            | Email:   | jeffreysweet@bayviewfoundation.org | Phone: | 858.353.9709 |
| Program Type: Select <b>ONE</b> Program Type for this form.   |  |  |                                    |        |              |
| <input type="checkbox"/> <b>Crisis Intervention Support Services: 24/7 Helpline</b><br><br><input type="checkbox"/> <b>Crisis Intervention Support Services: Shelter Services</b><br><br><input type="checkbox"/> <b>Prevention Services and Activities: Community-Based Individual/Family Support</b><br><br><input checked="" type="checkbox"/> <b>Prevention Services and Activities: Building Community and Stabilization</b><br><input type="checkbox"/> <b>Adults and Families</b><br><input checked="" type="checkbox"/> <b>Youth ages 12-18 years old</b> |  |  |                                    |        |              |
| <b>PLEASE NOTE:</b> 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.   |  |  |                                    |        |              |

### 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.

Youth in Madison, particularly youth of color, experience disproportionate exposure to punitive discipline, conflict escalation, and system involvement. In MMSD, Black students make up roughly 18% of enrollment but account for more than 55% of suspensions, while Latinx and immigrant youth also face higher-than-average disciplinary action. These patterns mirror statewide trends documented in the Race to Equity Report, which found that Dane County's racial disparities in education and juvenile justice outcomes are among the worst in the nation.

At the same time, Bayview families and youth have consistently voiced the need for community-centered and non-punitive responses and approaches to harm. Youth have called for safe, supportive spaces where they can resolve issues with peers, develop leadership, and strengthen their sense of belonging.

Bayview's Youth Restoration and Community Building program responds to these needs by providing structured restorative circles, peer mediation, and 1:1 and group mentoring that prevent escalation into crisis systems while modeling new, healing-focused and youth-centered approaches to conflict. In doing so, the program addresses both the individual need for youth safety and growth and the broader community need for practices that build connection and stability.

- 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?

Bayview's Youth Restoration and Community Building program builds a culture of accountability, healing, and leadership among youth ages 12–18. Through restorative circles and 1:1 mentoring, youth repair harm, strengthen relationships, and develop resilience. By modeling new ways of addressing conflict, the program not only supports young people but also demonstrates a pathway for the larger community to move beyond punitive systems toward connection and stability.

- 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.

Youth Restoration and Community Building serves youth ages 12–18 who participate in Bayview's Teen Program. The program takes a tiered approach to restorative practices, combining skill-building, mentoring, and community connection. Core activities include restorative circles, peer mediation, and leadership development. Staff and youth are trained as circle keepers to ensure that restorative practices are consistently woven into afterschool and community life.

Services are delivered primarily at the Bayview Community Center and in partnership with schools and community organizations like the YWCA. Youth not only learn to resolve conflict and repair harm but also model new approaches to accountability and healing for the larger Bayview community. Expected outcomes include reduced escalation of conflict, stronger protective factors such as resilience and belonging, and a pipeline of young leaders who help shape a more inclusive, connected neighborhood.

## 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?

Youth Restoration and Community Building primarily serves youth ages 12–18 living at Bayview and in the surrounding Triangle neighborhood. The majority of participants are from low-income households, with most families qualifying for Section 8 rental assistance and earning below 30% AMI. Over 80% of Bayview households are BIPOC, with large communities of Southeast Asian, African American, and Latinx residents, as well as many immigrant and refugee families. A significant share of youth are bilingual or English learners, growing up in households where Hmong, Lao, Spanish, and other languages are spoken first.

The program was designed and continually shaped by youth and families themselves. Input has come through Bayview's long-running Youth Advocacy and Support (YAAS) program, restorative justice pilot efforts, and community design sessions where teens identified the need for alternatives to punitive discipline and spaces for belonging. Families have engaged through parent meetings, informal conversations with staff, and participation in restorative circles. Implementation and ongoing refinement are rooted in social justice principles, ensuring youth and families are not only program participants but also co-creators, mentors, and evaluators of the work.

- 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                        | 29                | 44%                     |
| Black/African American                 | 22                | 33%                     |
| Asian                                  | 15                | 23%                     |
| American Indian/Alaskan Native         | 0                 | 0%                      |
| Native Hawaiian/Other Pacific Islander | 0                 | 0%                      |
| Multi-Racial                           | 0                 | 0%                      |
| Balance/Other                          | 0                 | 0%                      |
| Total:                                 | 66                |                         |
| Ethnicity                              |                   |                         |
| Hispanic or Latino                     | 29                | 44%                     |
| Not Hispanic or Latino                 | 37                | 56%                     |
| Total:                                 | 66                |                         |
| Gender                                 |                   |                         |
| Man                                    | 31                | 47%                     |
| Woman                                  | 35                | 53%                     |
| Non-binary/GenderQueer                 | 0                 | 0%                      |
| Prefer Not to Say                      | 0                 | 0%                      |
| Total:                                 | 66                |                         |

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.

Youth Restoration and Community Building is designed for Bayview's highly diverse community, where many families are immigrants, refugees, and bilingual households. More than half of Bayview staff are bilingual, with capacity in Spanish, Hmong, Lao, and French, and staff demographics reflect the community served. Program materials are translated, and interpretation in Hmong and Spanish is provided at all circles, meetings, and family events.

Beyond translation, the program is rooted in cultural relevance and inclusion. Restorative circles explicitly honor the cultural traditions and lived experiences of youth and families, creating space for participants to share stories, values, and practices that shape how conflict and healing are understood. Activities often incorporate food, music, and arts that reflect the community's cultural backgrounds, and bilingual staff ensure youth can engage in the language they feel most comfortable. The program sustains cultural responsiveness at every level. This ensures non-English speaking youth and families not only access services, but also see their identities, languages, and cultures reflected as core strengths in the program.

- 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.*

Youth Restoration and Community Building recruits participants through Bayview's deep, trust-based relationships with families. Staff invite youth directly during after-school programming, meals, and community events, while bilingual flyers and text messages ensure parents are informed and

supportive. Current participants and youth leaders also serve as peer ambassadors, encouraging their friends to join. Beyond Bayview, partnerships with MMSD schools, YWCA, Dane County Human Services, and community-based organizations provide referrals to reach immigrant, refugee, and BIPOC youth who may not yet be connected to Bayview. Outreach emphasizes that entry points do not have a high barrier so that youth can join a circle or activity without long-term commitment. Additionally, leadership pathways are available for those who want to deepen their involvement.

**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?*

The population faces barriers such as language differences, transportation challenges, family obligations (such as providing childcare to younger siblings), demanding schedules, and mistrust of formal systems. To address these, the program provides bilingual communication and interpretation (Spanish and Hmong at a minimum), on-site services within the Bayview community to reduce travel needs, and transportation support through Bayview's vans when off-site activities are held. Scheduling is responsive to school calendars and family needs, with circles and activities offered after school and in the evenings. Meals and childcare for younger siblings are provided at family-inclusive events. Most importantly, the program is staffed by trusted community members and alumni, which helps overcome mistrust and ensures that restorative practices are grounded in lived experience. Strong, ongoing partnerships with agencies like YWCA and Joining Forces for Families also ensures continuity of care and consistency within relationships and collective efforts.

**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).*

Enrollment is designed to be welcoming and flexible. Youth and families begin with a warm intake conversation that identifies their goals, strengths, and interests using a strengths-based assessment tool. Rather than rigid enrollment, youth are invited to participate at the level that matches their readiness, such as one-time circles or leadership cohorts. Ongoing engagement is supported through mentorship, peer support, and regular check-ins, ensuring youth feel seen and valued. Progress is tracked collaboratively, with participants reflecting on their growth and deciding whether to advance into deeper tiers of leadership. Culturally responsive practices, such as bilingual staff, trauma-informed facilitation, and activities rooted in youth culture, ensure that every young person feels they belong and has ownership of their journey.

### **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.,).

Youth Restoration and Community Building is a prevention and community stabilization program that uses restorative practices to equip youth ages 12–18 with tools for conflict resolution, leadership, and belonging. Core activities include:

- Restorative Circles, held weekly at the Bayview Community Center, in schools, and during community events to provide safe, supportive spaces where youth can repair harm, build trust, and strengthen relationships.
- Peer Mediation & Mentoring, where trained youth leaders and staff support peers in navigating conflicts, practicing accountability, and identifying solutions that reduce escalation.
- Skill-Building Workshops on topics such as communication, leadership, emotional regulation, self-care, and advocacy, preparing youth to step into broader community leadership roles.
- Community Projects, where youth design and implement initiatives that promote connection and healing across families and neighbors, modeling restorative practices for the larger community.



- Leadership Cohorts, offering progressive opportunities for youth to serve as circle keepers, facilitators, and ambassadors, ensuring sustainability and peer-led growth.

Through these activities, the program builds protective factors, reduces reliance on punitive systems, and demonstrates new approaches to accountability and healing that ripple beyond youth into the broader Bayview community.

**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.

Youth Restoration and Community Building is grounded in evidence-informed restorative justice practices that have been shown to reduce suspension and expulsion rates, strengthen protective factors, and improve school and community climate. The program draws on models such as the International Institute for Restorative Practices (IIRP) framework and the YWCA's restorative justice training curriculum, which emphasize accountability, healing, and community building. These approaches are supported by research demonstrating that restorative circles increase youth resilience, reduce racial disparities in discipline, and improve peer and family relationships.

The program also integrates trauma-informed care principles to ensure safety, empowerment, and trust, and uses strengths-based youth development approaches that build on the assets young people bring to their community. By combining these practices with Bayview's deeply held values of voice and agency, the program ensures cultural and linguistic relevance by centering marginalized voices and co-creates solutions with youth and families

This integrated approach is not a rigid curriculum but a responsive model that matches the needs of Bayview youth, offering evidence-informed practices that both prevent crises and model broader community change.

**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).

- 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
- 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
- If you are submitting a **JOINT/MULTI-AGENCY** application:
  - Use **TABLE 1**, if the service operates at **multiple locations** with the **same hours** (Please list all locations)
  - 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               | 2:00 PM                  | 6:00 PM  |
|                      | Bayview Community Center |          |
| Tuesday              | 4:00 PM                  | 6:30 PM  |
|                      |                          |          |

|           |                          |                 |
|-----------|--------------------------|-----------------|
| Wednesday | <b>2:30 PM</b>           | <b>6:30 PM</b>  |
|           | Bayview Community Center |                 |
| Thursday  | <b>4:00 PM</b>           | <b>7:00 PM</b>  |
|           | Bayview Community Center |                 |
| Friday    | <b>4:00 PM</b>           | <b>6:00 PM</b>  |
|           | Bayview Community Center |                 |
| 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***

**Table 2:** (Optional/if needed)

| <b>PROGRAM LOCATION(s):</b> |                        |                 |
|-----------------------------|------------------------|-----------------|
| <b>Day of the Week</b>      | <b>Start Time</b>      | <b>End Time</b> |
| Monday                      | Choose an item.        | Choose an item. |
|                             |                        |                 |
| Tuesday                     | <b>12:00 PM</b>        | <b>1:00 PM</b>  |
|                             | Hamilton Middle School |                 |
| Wednesday                   | <b>10:30 AM</b>        | <b>1:30 PM</b>  |
|                             | West High School       |                 |
| 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:

#### **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.

Youth Restoration and Community Building is rooted in the voices of Bayview youth and families, who have consistently identified the need for safe, supportive spaces to address conflict and build stronger relationships. Input was gathered through youth groups, restorative circles, and ongoing conversations with families during meals, housing meetings, and community events. These insights shaped the program's tiered approach, ensuring it begins with accessible activities and grows into leadership opportunities. Families will remain central in implementation by participating in circles, helping co-design community projects, and supporting youth leaders. For assessment, parents and youth will share feedback through surveys, focus groups, and storytelling, ensuring the program evolves in line with family priorities. Looking ahead, Bayview is developing a partnership with UW to create simple, holistic, and meaningful evaluation tools that capture family and youth voices and provide insights that are useful to measuring and communicating program success to a variety of stakeholders.

- 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.

The program also reflects the input of neighborhood residents and community partners who recognize the need for alternatives to punitive responses to conflict. Bayview engaged residents through community planning sessions, design justice workshops, and feedback from local schools and service providers, all of which highlighted the importance of restorative approaches for youth and families. Implementation relies on long-standing partnerships. Schools will refer students and host their own circles, local organizations will provide training and mentoring, and community members will serve as supporters and mentors. Assessment will combine youth and family feedback with partner input, ensuring accountability to the wider Bayview neighborhood and Madison community.

Additionally, in the last seven months, since the completion of Bayview's redevelopment, staff have gained extremely valuable information in support of the new families and youth who have recently moved to Bayview. Many of these families are still settling into the community and additional support, care and communication has been critical to their stabilization. Notes and insights from regular conversations and interactions has informed the evolution of this program and all of Bayview's current community stabilisation and building efforts.

- 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)? |
|----------------------|--|------------------------------|----------------------|
| YWCA                 | Facilitate trainings on restorative justice and anti-racism work, provide restorative justice circle support as needed | Eugenia Granados<br>Highland | Yes                  |
| Second Harvest       | Food pantry resource procurement   | Lori Peppard                 | Yes                  |
|                      |  |                              |                      |
|                      |  |                              |                      |
|                      |  |                              |                      |

|  |  |  |  |
|--|--|--|--|
|  |  |  |  |
|--|--|--|--|

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

Because most youth incidents occur in school settings, Bayview has built a strong working relationship with MMSD to address and resolve challenges involving Bayview youth. This collaboration has included co-facilitating restorative circles with Bayview families, maintaining close communication on MOST data to strengthen peer mentorship supports, and coordinating with school staff to ensure timely interventions. While no formal MOU exists, the partnership is demonstrated through practical supports such as Hamilton and West providing space for Bayview staff to host weekly lunch clubs with Bayview youth, fostering continuity and connection between school and community.

Bayview has also expanded the YAAS Specialist 1:1 offerings for the summer by providing staff with additional hours for these mentorship opportunities. The YAAS Specialists are all current or former Bayview staff who have some level of psychology, counseling, or social work experience.

- All YAAS Specialists need to sign an MOU to facilitate mentorship programming. YAAS Specialists' roles and responsibilities are:
- Provide 1:1 mentorship, through a mental health lens, to youth ages 5 and older in a supportive and confidential setting.
- Provide resources and referrals for youth who are seeking additional support outside of the mentorship time.
- Assist youth in completing therapy referral forms, with [assistance] from the YAAS Coordinator, if youth have requested additional mental health support.
- Communicate with the YAAS Coordinator if a youth utilizing mentorship time indicates they have more immediate mental health concerns.

How do these partnerships enhance this proposal?

These partnerships leverage an array of programs and specialists in order to effectively support youth with diverse mental health and well-being needs. In piloting this work, Bayview has learned that barriers to access can come both from the supply of support as well as the demand for the supports that are available. The diverse array of partnerships not only increases the number of offerings in order to reach more youth, but reaches youth in a way that's authentic to their needs, identities, and preferred modalities.

What are the decision-making agreements with each partner?

Bayview's staff provide space, travel, and support our partners in any way to be successful in providing holistic experiences for participants. Prior to new partnerships being established, Bayview's Program Manager and Program Coordinators meet with potential partners to determine if their core values and pedagogical approach align with Bayview's values and philosophies. Additionally, the primary staff(s) who will be facilitating programming come to the program to build rapport with participants. This happens before the program partnership is established in order for partners to get to know participants and their interests, and allows them to be more intentional about how they plan and implement programming at Bayview. In addition, participants are more likely to engage and participate in these programs due to their familiarity with the facilitator, which leads to greater impact. Program staff always look over lesson plans and discuss any modification needed to better fit Bayview. This is always done side by side with our partners through dialogue and co-designing. Our partnerships are based on mutual initiative and passion for BIPOC participant's advancement.

- 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?

Youth Restoration and Community Building builds on Bayview's existing Youth Advocacy and Support (YAAS) program and Family Support services, ensuring that youth and families have access to both direct supports and coordinated external resources embedded in all youth programming they participate in. Through YAAS, young people receive one-on-one mentoring, small group sessions, and specialized referrals that support mental health and social-emotional well-being. Family Support services provide case management, benefits navigation, and connections to housing, food, and financial stability resources. Together, these programs form the foundation of wraparound support for participants in Youth Restoration and Community Building.

Within the program itself, youth have access to restorative circles, peer mediation, mentoring, leadership cohorts, and stipends that reduce barriers to participation. Bilingual staff and interpretation ensure activities remain linguistically accessible, while restorative practices are adapted to reflect families' cultural contexts.

The program also functions as a connector to external resources, with staff coordinating warm referrals to MMSD schools, Dane County Human Services, and local nonprofits for counseling, tutoring, employment, and enrichment. These linkages are reinforced through ongoing check-ins and collaborative service planning, so that youth and families are supported in following through. By aligning Youth Restoration and Community Building with YAAS and Family Support, Bayview ensures that participants experience seamless, culturally relevant supports that address immediate needs while fostering long-term growth and stability.

## 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

Youth programming outputs are tracked using a combination of staff attendance worksheets, program calendars, service logs, SAYO-Y surveys, and the Madison Out of School Time (MOST) database. These tools allow Bayview to monitor participation, delivery, and the scope of services provided, while also tying quantitative data to youth and family feedback.

Key outputs include:

- Total attendance at all community events, youth sessions, groups, and individual meetings are documented through attendance worksheets and recorded in the MOST database.
- Number of events, sessions, groups, and individual meetings delivered, tracked through staff program calendars, and confirmed through internal reporting systems.
- Number of youth receiving trauma-informed and culturally responsive services, including individual, group, or family sessions, documented by program staff in service logs and cross-checked in the MOST database.
- Total hours of programming, calculated from the duration of scheduled youth activities, groups, and events recorded on program calendars.
- Participant outcomes and engagement, assessed through SAYO-Y surveys administered in partnership with Madison Out of School Time, which are reviewed alongside participation data to provide a fuller picture of impact.

This system ensures Bayview captures both the scale of youth programming and the reach of trauma-informed, culturally relevant services provided to participants, while also incorporating evaluation tools that reflect youth and family voices.

- B. Program Outcomes

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

Program-level evaluation data also guided outcome selection. Staff currently track youth engagement and participation through attendance worksheets, service logs, and the MOST database, which captures unduplicated participation and program hours. The SAYO-Y surveys, administered in partnership with Madison Out of School Time (MOST), provide insight into youth development outcomes, including communication skills, pro-social behavior, and community connection. Finally, lessons learned from Bayview's Youth Advocacy and Support (YAAS) program demonstrate the effectiveness of embedding restorative justice and trauma-informed supports into daily youth activities, which informed the focus on conflict reduction, positive communication, and pro-social skill building.

Together, these data sources justify the chosen outcome objectives: decreasing conflict incidents (staff-reported), increasing stabilization and sense of belonging (community and youth surveys), improving school engagement (MOST MIS system), and strengthening pro-social skills (SAYO-Y). Each of these outcomes addresses both the immediate risks identified in Bayview's community (conflict, disengagement, instability) and the protective factors emphasized in the City of Madison's CIP priorities.

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**

|   |                         |     |                        |                       |
|---|-------------------------|-----|------------------------|-----------------------|
| <b>Outcome EXAMPLE Objective:</b> 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).  |                         |     |                        |                       |
| <b>Performance Standard</b>   | <b>Targeted Percent</b> | 75% | <b>Targeted Number</b> | 90 of 120 clients     |
|   | <b>Actual Percent</b>   | 78% | <b>Actual Number</b>   | 94 out of 120 clients |
| <b>Measurement Tool(s) and Comments:</b> Client exit survey and open-ended feedback forms   |                         |     |                        |                       |
| <b>Methodology:</b> 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. |                         |     |                        |                       |

|   |                         |     |                        |                              |
|---|-------------------------|-----|------------------------|------------------------------|
| <b>Outcome Objective #1:</b> 25% Decrease in incidents of violence or conflict involving participating youth, as measured by self-reporting on staff surveys.   |                         |     |                        |                              |
| <b>Performance Standard</b>   | <b>Targeted Percent</b> | 25% | <b>Targeted Number</b> | Reduce to below 12 incidents |
|   | <b>Actual Percent</b>   |     | <b>Actual Number</b>   |                              |
| <b>Measurement Tool(s) and Comments:</b> Staff Program Self-Reporting   |                         |     |                        |                              |
| <b>Methodology:</b> Staff regularly review and report on a range of outcomes of youth programming and participants for reports to the City of Madison and MOST. Conflict incidents will be added as a tracked item in self-reporting to better understand program impact. |                         |     |                        |                              |

|  |  |  |  |  |
|--|--|--|--|--|
| <b>Outcome Objective #2:</b> 75% Increased community stabilization as reported by youth and families (e.g., neighborhood cohesion, connectedness, and mutual support). |  |  |  |  |
|--|--|--|--|--|

|  |                         |     |                        |                            |
|--|-------------------------|-----|------------------------|----------------------------|
| <b>Performance Standard</b>  | <b>Targeted Percent</b> | 75% | <b>Targeted Number</b> | 50 out of 66 Bayview Youth |
|  | <b>Actual Percent</b>   |     | <b>Actual Number</b>   |                            |
| <b>Measurement Tool(s) and Comments:</b> Community Surveys   |                         |     |                        |                            |
| <b>Methodology:</b> An Annual survey of community members will correlate the impact on well-being year-over-year with the services that they engaged in throughout the year. |                         |     |                        |                            |

|   |                         |     |                        |                            |
|---|-------------------------|-----|------------------------|----------------------------|
| <b>Outcome Objective #3:</b> 30% increase in school attendance, engagement and/or academic performance as measured by data available through the Madison Out-of-School Time MIS system  |                         |     |                        |                            |
| <b>Performance Standard</b>   | <b>Targeted Percent</b> | 30% | <b>Targeted Number</b> | 20 out of 66 Bayview Youth |
|   | <b>Actual Percent</b>   |     | <b>Actual Number</b>   |                            |
| <b>Measurement Tool(s) and Comments:</b> MOST MIS System  |                         |     |                        |                            |
| <b>Methodology:</b> We have an information-sharing agreement with MOST that allows us to see broad-level trends on attendance. We are not able to get granular data, but are able to see larger trends on how attendance is tracking with the cohort of participants. |                         |     |                        |                            |

*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?

All reporting systems, tools, and report documents are only accessible to Bayview staff. Demographic information is kept absolutely confidential, and all staff and volunteers are required to sign the organization's Confidentiality/Non-Disclosure Agreement on an annual basis. Client conversations that include sensitive information are held in private offices and meeting rooms, and information is shared with other staff on a strict, need-to-know basis. The specific data that we collect for this program are

- **Demographics:**
  - o Bayview collects and updates household demographic information through its OneSite Rents housing system, which records data on household size, languages spoken, income, and special needs.
  - o Participation demographics are documented with program activity attendance in MOST.
- **Program Activities:** Staff log all interactions, referrals, workshops, and community-building activities in an internal database. Attendance at workshops, trainings, and social events is tracked through sign-in sheets or informal counts and uploaded into the MOST Information System
- **Outcome Measures:**
  - o Community surveys conducted on paper and Google Forms are consolidated into a single database to pull results from.
  - o SAYO-Y: youth perspectives survey that tracks program experiences, future expectations, and sense of competence
  - o MOST Information System (MIS) to track program attendance, school attendance, and a few other student statistics
- **Expenses:** Program expenses are tracked in Excel workbooks maintained by staff, which record program-specific costs and resource allocations. The finance office separately tracks overall organizational finances through QuickBooks. These systems ensure grant-related expenses are documented and available for reporting.

## 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)              |
|--|------|---|--------------------------|
| Youth Advocacy & Support Coordinator - 0.33 FTE  | 0.33 | Bachelor's Degree, CPR/AED Certification, Mental Health First Aid, QPR, Restorative Justice Circle Keeper | Bayview Community Center |
| Elementary Program Coordinator - 0.2 FTE         | 0.2  | Bachelor's Degree, CPR/AED Certification, Mental Health First Aid, QPR, Restorative Justice Circle Keeper | Bayview Community Center |
| Teen & Young Adult Program Coordinator - 0.2 FTE | 0.2  | Bachelor's Degree, CPR/AED Certification, Mental Health First Aid, QPR, Restorative Justice Circle Keeper | Bayview Community Center |
| Teen Program Lead - 0.1 FTE                      | 0.1  | High School Diploma, CPR/AED Certification, Mental Health First Aid, QPR                                  | Bayview Community Center |
| Youth Program Manager - 0.25 FTE                 | 0.25 | Bachelor's Degree, CPR/AED Certification, Mental Health First Aid, QPR, Restorative Justice Circle Keeper | Bayview Community Center |
| Family Support Specialist - 0.10 FTE             | 0.1  | Bachelor's Degree, CPR/AED Certification, Mental Health First Aid, QPR, Restorative Justice Circle Keeper | Bayview Community Center |
|  |      |   |                          |
|  |      |   |                          |

- B. Volunteers: Describe your process for screening, training, and supervising volunteers who will have direct contact with program participants.  
All volunteers who work directly with Bayview participants go through a structured vetting, training, and supervision process. Each prospective volunteer completes an application reviewed by Bayview staff to ensure their skills, interests, and availability align with program needs. If there is a match, staff schedule an orientation and conduct a background check before placement.

Volunteers receive role-specific training as well as a thorough orientation on cultural competency to prepare them for working in Bayview's racially and ethnically diverse community. Once active, volunteers sign in and out through an online system that tracks hours, and program staff provide close supervision, coaching, and feedback as needed.



For students from UW, MATC, or Edgewood College who serve for class credit, Bayview staff also coordinate with faculty to monitor progress and address any issues. This process ensures that volunteers are both well-prepared and well-supported, while participants receive safe, consistent, and culturally responsive engagement.

- 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.
- Bayview has the physical and material resources in place to fully support program success. The organization operates four 15-passenger vans that provide reliable transportation for field trips, excursions, and community engagement opportunities. In January 2024, Bayview opened its new 11,500-square-foot community center, which includes over 3,000 square feet of classroom space dedicated to upper and lower elementary, middle and high school, early childhood/family education, and multipurpose programming. A teaching kitchen expands opportunities for nutrition education and family engagement. All youth and teens are provided with home-cooked meals three nights a week, ensuring participants have healthy and balanced dinner before heading home after programming.

The center also houses spaces designed to foster creativity and cultural expression, including a Maker Space/STEAM hub, an art classroom, and an Artist Residency Studio. These specialized facilities allow programs to integrate arts, culture, and innovation in meaningful ways. In addition, redeveloped outdoor areas include a basketball court, a new playground, a community lawn, and other gathering spaces, all of which provide flexible environments for recreation, leadership activities, and community-building events.

Together, these resources ensure that Bayview's programs are well-supported with transportation, high-quality facilities, and versatile spaces that can adapt to the community's evolving needs.

## 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.

### B. Disclosure of Contract Failures, Litigations

Disclose any alleged significant prior or ongoing contract failures, contract breaches, any civil or criminal litigation.

September 17, 2025

City of Madison Community Development Division  
215 Martin Luther King Jr. Blvd., Suite 300  
Madison, WI 53703

To the City of Madison Community Development Division:

I am pleased to offer this letter confirming YWCA's ongoing partnership with Bayview Foundation, specifically with their youth programming.

YWCA provides Restorative Justice programming for ages 12-18 and annual training for youth program staff. Programming focuses on practice for youth circle keepers, and providing preventative and alternative spaces to reconcile conflicts and harm caused to and by young people without the use of police, courts, punishment, and other exclusionary practices. This partnership has been successful since 2023 in teen programming with recent growth to include Restorative Justice practices in elementary-aged programming.

YWCA and Bayview are pleased to strengthen our collaboration and provide programming to youth in the community. We look forward to continuing to collaborate and provide these initiatives to the community in the coming year.

Sincerely,



---

Geraldine Paredes Vásquez,  
YWCA Madison, CEO



September 17, 2025

City of Madison Community Development Division  
215 Martin Luther King Jr. Blvd., Suite 300  
Madison, WI 53703

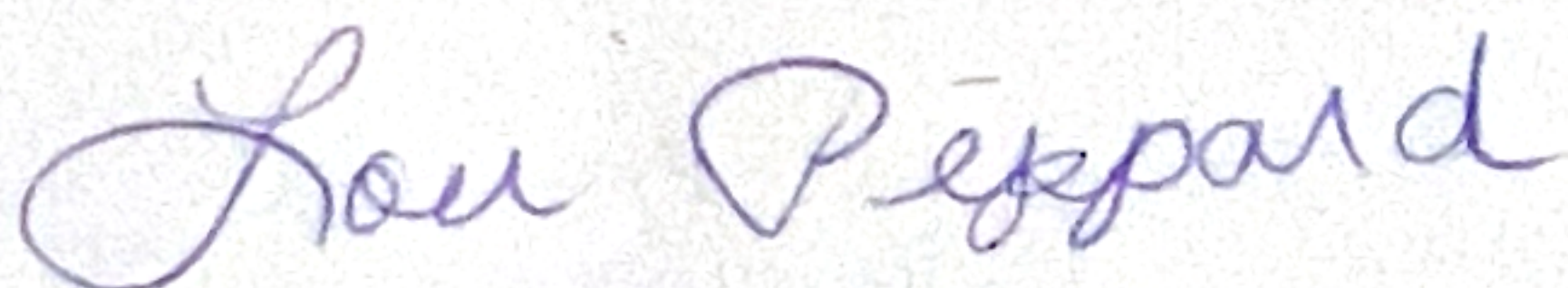
To the City of Madison Community Development Division:

I am pleased to offer this letter confirming Second Harvest Foodbank's ongoing partnership with Bayview Foundation in regards to their community stabilization efforts and youth programming.

Second Harvest Foodbank supplies fresh and shelf-stable groceries for Bayview's food pantry. Additionally, Second Harvest partially funds Bayview's Kid's Cafe program that provides three dinners per week cooked by their onsite chef. This partnership has been instrumental in bolstering food access in the Triangle and neighboring Greenbush neighborhoods.

Second Harvest and Bayview are pleased to strengthen our collaboration and provide high-quality food access to residents of Bayview and beyond. We look forward to continuing to collaborate and provide support to the community in the coming year.

Sincerely,



Lori Peppard, Community Representative Dane County



## APPLICATION FOR 2025 CRISIS INTERVENTION AND PREVENTION SERVICES PROGRAMS

## 1. ORGANIZATION CONTACT INFORMATION

|                            |   |
|----------------------------|---|
| Legal Name of Organization | Bayview Foundation Inc                  |
| Mailing Address            | 103 La Mariposa Lane, Madison, WI 53715 |
| Telephone                  | 608-256-7808                            |
| FAX                        |   |
| Director                   | Alexis London                           |
| Email Address              | alexislondon@bayviewfoundation.org      |
| Additional Contact         | Nate Schorr                             |
| Email Address              | nateschorr@bayviewfoundation.org        |
| Legal Status               | Private: Non-Profit                     |
| Federal EIN:               | 39-6092644                              |

## 2. PROPOSED PROGRAMS

|   | 2026   |                  | If currently City funded |   |
|---|--------|------------------|--------------------------|---|
| Program Name:                               | Letter | Amount Requested | 2025 Allocation          | Joint/Multi Application -<br>SELECT Y/N |
| Family Support Services                     | A      | \$30,000         | \$20,000                 | No                                      |
| Contact:                                    |        |                  |                          |   |
| Youth Restoration and Community Building    | B      | \$45,000         | \$30,000                 | No                                      |
| Contact:                                    |        |                  |                          |   |
| Bayview Leaders and Community Stabilization | C      | \$30,000         | \$0                      | No                                      |
| Contact:                                    |        |                  |                          |   |
|   | D      |                  |                          |   |
| Contact:                                    |        |                  |                          |   |
|   | E      |                  |                          |   |
| Contact:                                    |        |                  |                          |   |
| TOTAL REQUEST                               |        | \$105,000        |                          |   |

## 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 costs.

**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](http://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: Alexis London

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

DATE 9.22.25

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<br>Percent | POVERTY<br>Percent | R/POV**<br>Percent |
| <b>TOTAL</b>                           |        | <b>100%</b> |        | <b>100%</b> |                    |                    |                    |
| <b>GENDER</b>                          |        |             |        |             |                    |                    |                    |
| MAN                                    | 3      | 27%         | 9      | 35%         |                    |                    |                    |
| WOMAN                                  | 8      | 73%         | 15     | 58%         |                    |                    |                    |
| NON-BINARY/GENDERQUEER                 | 0      | 0%          | 2      | 8%          |                    |                    |                    |
| PREFER NOT TO SAY                      | 0      | 0%          | 0      | 0%          |                    |                    |                    |
| TOTAL GENDER                           | 11     | 100%        | 26     | 100%        |                    |                    |                    |
| <b>AGE</b>                             |        |             |        |             |                    |                    |                    |
| LESS THAN 18 YRS                       | 0      | 0%          | 0      | 0%          |                    |                    |                    |
| 18-59 YRS                              | 8      | 73%         | 25     | 96%         |                    |                    |                    |
| 60 AND OLDER                           | 3      | 27%         | 1      | 4%          |                    |                    |                    |
| TOTAL AGE                              | 11     | 100%        | 26     | 100%        |                    |                    |                    |
| <b>RACE</b>                            |        |             |        |             |                    |                    |                    |
| WHITE/CAUCASIAN                        | 9      | 82%         | 12     | 46%         | 80%                | 67%                | 16%                |
| BLACK/AFRICAN AMERICAN                 | 2      | 18%         | 4      | 15%         | 7%                 | 15%                | 39%                |
| ASIAN                                  | 0      | 0%          | 6      | 23%         | 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                           | 0      | 0%          | 0      | 0%          | 3%                 | 4%                 | 26%                |
| BALANCE/OTHER                          | 0      | 0%          | 4      | 15%         | 1%                 | 2%                 | 28%                |
| TOTAL RACE                             | 11     | 100%        | 26     | 100%        |                    |                    |                    |
| <b>ETHNICITY</b>                       |        |             |        |             |                    |                    |                    |
| HISPANIC OR LATINO                     | 1      | 9%          | 3      | 12%         | 7%                 | 9%                 | 26%                |
| NOT HISPANIC OR LATINO                 | 10     | 91%         | 23     | 88%         | 93%                | 81%                | 74%                |
| TOTAL ETHNICITY                        | 11     | 100%        | 26     | 100%        |                    |                    |                    |
| <b>PERSONS WITH DISABILITIES</b>       | 0      | 0%          | 1      | 4%          |                    |                    |                    |

\*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. Bayview's staff and board represent the community served. More than 53% of Bayview's staff is BIPOC and over a third are bilingual or multilingual. Three of Bayview's 10 member board of directors are residents, as are five of seven members of the Housing Committee, a group that meets bimonthly to discuss housing related policies and issues. As an organization, Bayview is undertaking ongoing professional development and organizational change initiatives centered on equity and racial justice. With support, training and ongoing coaching from nINA Collective, the following efforts are underway: monthly affinity groups facilitated by staff, co-learning sessions for staff and board facilitated by nINA Collective, facilitation training sessions, executive leadership coaching, restorative justice training and personnel and board review and updates.

**7. AGENCY GOVERNING BODY**

How many Board meetings were held in 2024

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

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

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

|                |  |               |     |
|----------------|--|---------------|-----|
| <b>Name</b>    | <b>Mary Berryman Agard, President</b>  |               |     |
| Home Address   | 133 S. Brittingham Place, Madison WI 53715                                     |               |     |
| Occupation     | Consultant in arts and cultural planning, non-profit management, and education |               |     |
| Representing   |  |               |     |
| Term of Office |  | From: 01/2022 | To: |
| <b>Name</b>    | <b>Salli Martyniak, Vice President</b>   |               |     |
| Home Address   | 2631 University Ave. #106, Madison, WI 53705                                   |               |     |
| Occupation     | Retired, Mission-focused economic development                                  |               |     |
| Representing   |  |               |     |
| Term of Office |  | From: 01/2025 | To: |
| <b>Name</b>    | <b>Scott Thornton, Co-Treasurer</b>  |               |     |
| Home Address   | 1104 Jenifer St. Madison WI 53713  |               |     |
| Occupation     | Consultant, Finance  |               |     |
| Representing   |  |               |     |
| Term of Office |  | From: 01/2022 | To: |
| <b>Name</b>    | <b>Craig Schmidt, Co-Treasurer</b>   |               |     |
| Home Address   | 108 North Main St., Verona, WI 53598   |               |     |
| Occupation     | Vice President Business Relationship Manager                                   |               |     |
| Representing   |  |               |     |
| Term of Office |  | From: 2023    | To: |
| <b>Name</b>    | <b>Assita Diarra, Co-Secretary</b>   |               |     |
| Home Address   | 113 La Mariposa Ln, Madison WI 53715   |               |     |
| Occupation     | Bayview Resident and Health Care Professional                                  |               |     |
| Representing   |  |               |     |
| Term of Office |  | From: 01/2022 | To: |
| <b>Name</b>    | <b>Jean Berg, Co-Secretary</b>   |               |     |
| Home Address   | 4817 Onyx Lane, Madison WI 53714   |               |     |
| Occupation     | Retired teacher and community volunteer  |               |     |
| Representing   |  |               |     |
| Term of Office |  | From: 01/2022 | To: |
| <b>Name</b>    | <b>Ken Axe, Member</b>   |               |     |
| Home Address   | 2190 Colladay Point Dr. Stoughton WI 53589                                     |               |     |
| Occupation     | Retired lawyer   |               |     |
| Representing   |  |               |     |
| Term of Office |  | From: 01/2022 | To: |
| <b>Name</b>    | <b>Tag Evers, Member</b>   |               |     |
| Home Address   | 2329 Keyes Ave Madison WI 53711  |               |     |
| Occupation     | District 13 Alder Madison Common Council; live music promoter                  |               |     |
| Representing   | *term coincides with elected office appointment                                |               |     |
| Term of Office |  | From: 04/2018 | To: |

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## AGENCY GOVERNING BODY cont.

|                |   |       |         |             |
|----------------|---|-------|---------|-------------|
| <b>Name</b>    | <b>Angela Jones, Member</b>                       |       |         |             |
| Home Address   | 3832 Dolphin Dr. Madison WI 53719                 |       |         |             |
| Occupation     | Community Impact Director, United Way Dane County |       |         |             |
| Representing   |   |       |         |             |
| Term of Office |   | From: | 05/2023 | To: 04/2026 |
| <b>Name</b>    | <b>Amy Meyer, Member</b>                          |       |         |             |
| Home Address   | 135 Glenway, Madison, WI 53705                    |       |         |             |
| Occupation     | Asset Manager, Wisconsin Housing Trust Fund       |       |         |             |
| Representing   |   |       |         |             |
| Term of Office |   | From: | 2024    | To: 07/2027 |
| <b>Name</b>    | <b>Dean Mosiman, Member</b>                       |       |         |             |
| Home Address   | 882 Jean Cir, Oregon, WI 53575                    |       |         |             |
| Occupation     | Retired, journalist                               |       |         |             |
| Representing   |   |       |         |             |
| Term of Office |   | From: | 2024    | To: 07/2027 |
| <b>Name</b>    | <b>Dan Gartzke, Legal Counsel (non voting)</b>    |       |         |             |
| Home Address   | 1 S. Pinckney Madiosn WI 53701                    |       |         |             |
| Occupation     | Attorney, Boardman Clark                          |       |         |             |
| Representing   |   |       |         |             |
| Term of Office |   | From: | 2017    | To: ongoing |
| <b>Name</b>    | <b>Mai Chao Chang, Legal Counsel (non voting)</b> |       |         |             |
| Home Address   | 1 S. Pinckney Madiosn WI 53701                    |       |         |             |
| Occupation     | Attorney, Boardman Clark                          |       |         |             |
| Representing   |   |       |         |             |
| Term of Office |   | From: | 2022    | To: ongoing |
| <b>Name</b>    |   |       |         |             |
| Home Address   |   |       |         |             |
| Occupation     |   |       |         |             |
| Representing   |   |       |         |             |
| Term of Office |   |       |         |             |
| <b>Name</b>    |   |       |         |             |
| Home Address   |   |       |         |             |
| Occupation     |   |       |         |             |
| Representing   |   |       |         |             |
| Term of Office |   |       |         |             |
| <b>Name</b>    |   |       |         |             |
| Home Address   |   |       |         |             |
| Occupation     |   |       |         |             |
| Representing   |   |       |         |             |
| Term of Office |   | From: | mm/yyyy | To: mm/yyyy |
| <b>Name</b>    |   |       |         |             |
| 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<br>2026 | PROGRAM<br>A | PROGRAM<br>B | PROGRAM<br>C | PROGRAM<br>D | PROGRAM<br>E | NON APP<br>PGMS |
|---------------------------------|----------------|--------------|--------------|--------------|--------------|--------------|-----------------|
| DANE CO HUMAN SVCS              | 0              |              |              |              |              |              |                 |
| UNITED WAY DANE CO              | 0              |              |              |              |              |              |                 |
| CITY CDD (This Application)     | 105,000        | 30,000       | 45,000       | 30,000       |              |              |                 |
| City CDD (Not this Application) | 0              |              |              |              |              |              |                 |
| OTHER GOVT*                     | 0              |              |              |              |              |              |                 |
| FUNDRAISING DONATIONS**         | 226,000        | 65,000       | 92,000       | 69,000       |              |              |                 |
| USER FEES                       | 0              |              |              |              |              |              |                 |
| TOTAL REVENUE                   | 331,000        | 95,000       | 137,000      | 99,000       | 0            | 0            | 0               |

\*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.

Enter all expenses for the programs in this application under the PGM A-E columns. Enter the amount you would like the City to pay for with this

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

| ACCOUNT CATEGORY              | PGM<br>A | CITY<br>SHARE | PGM<br>B | CITY<br>SHARE | PGM<br>C | CITY<br>SHARE | PGM<br>D | CITY<br>SHARE | PGM<br>E | CITY<br>SHARE | NON APP<br>PGMS |
|-------------------------------|----------|---------------|----------|---------------|----------|---------------|----------|---------------|----------|---------------|-----------------|
| <b>A. PERSONNEL</b>           |          |               |          |               |          |               |          |               |          |               |                 |
| Salary                        | 61,014   | 30,000        | 83,693   | 45,000        | 54,553   | 30,000        |          |               |          |               |                 |
| Taxes/Benefits                | 11,028   |               | 21,295   |               | 10,139   |               |          |               |          |               |                 |
| <b>Subtotal A.</b>            | 72,042   | 30,000        | 104,988  | 45,000        | 64,692   | 30,000        | 0        | 0             | 0        | 0             | 0               |
| <b>B. OTHER OPERATING</b>     |          |               |          |               |          |               |          |               |          |               |                 |
| Insurance                     | 1,139    |               | 1,139    |               | 1,139    |               |          |               |          |               |                 |
| Professional Fees/Audit       | 10,000   |               | 10,000   |               | 10,000   |               |          |               |          |               |                 |
| Postage/Office & Program      | 45       |               | 45       |               | 45       |               |          |               |          |               |                 |
| Supplies/Printing/Photocopy   | 3,500    |               | 5,000    |               | 5,000    |               |          |               |          |               |                 |
| Equipment/Furnishings/Depr.   | 766      |               | 766      |               | 766      |               |          |               |          |               |                 |
| Telephone                     | 194      |               | 194      |               | 194      |               |          |               |          |               |                 |
| Training/Conferences          | 1,500    |               | 2,000    |               | 1,500    |               |          |               |          |               |                 |
| Food/Household Supplies       | 216      |               | 216      |               | 216      |               |          |               |          |               |                 |
| Travel                        |          |               |          |               |          |               |          |               |          |               |                 |
| Vehicle Costs/Depreciation    | 458      |               | 458      |               | 458      |               |          |               |          |               |                 |
| Other                         |          |               |          |               |          |               |          |               |          |               |                 |
| <b>Subtotal B.</b>            | 17,818   | 0             | 19,818   | 0             | 19,318   | 0             | 0        | 0             | 0        | 0             | 0               |
| <b>C. SPACE</b>               |          |               |          |               |          |               |          |               |          |               |                 |
| Rent/Utilities/Maintenance    |          |               |          |               |          |               |          |               |          |               |                 |
| Mortgage Principal/Interest   |          |               |          |               |          |               |          |               |          |               |                 |
| Depreciation/Taxes            | 2,050    |               | 2,050    |               | 2,050    |               |          |               |          |               |                 |
| <b>Subtotal C.</b>            | 2,050    | 0             | 2,050    | 0             | 2,050    | 0             | 0        | 0             | 0        | 0             | 0               |
| <b>D. SPECIAL COSTS</b>       |          |               |          |               |          |               |          |               |          |               |                 |
| Assistance to Individuals     |          |               |          |               |          |               |          |               |          |               |                 |
| Partner/Joint Agency/Agencies |          |               |          |               |          |               |          |               |          |               |                 |
| Contractors/Subcontractors    | 2,500    |               | 5,000    |               | 12,000   |               |          |               |          |               |                 |

|                        |        |        |         |        |        |        |   |   |   |   |   |
|------------------------|--------|--------|---------|--------|--------|--------|---|---|---|---|---|
| Pymt to Affiliate Orgs |        |        | 5,000   |        |        |        |   |   |   |   |   |
| Other                  |        |        |         |        |        |        |   |   |   |   |   |
| Subtotal D.            | 2,500  | 0      | 10,000  | 0      | 12,000 | 0      | 0 | 0 | 0 | 0 | 0 |
| TOTAL (A.-D.)          | 94,410 | 30,000 | 136,856 | 45,000 | 98,060 | 30,000 | 0 | 0 | 0 | 0 | 0 |

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

|                                 | 2026               | 2026               | 2026               | 2026               | 2026               | 2026      | 2026              | 2026                                    | 2026            | 2026              | 2026   |
|---------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|-----------|-------------------|---|-----------------|-------------------|--|
| Title of Staff Position*        | Program A<br>FTE** | Program B<br>FTE** | Program C<br>FTE** | Program D<br>FTE** | Program E<br>FTE** | Total FTE | Annualized Salary | Payroll Taxes<br>and Fringe<br>Benefits | Total Amount    | Hourly<br>Wage*** | Amount<br>Requested<br>from the City<br>of Madison |
| ASSOCIATE DIRECTOR              | 0.02               | 0.02               | 0.02               |                    |                    | 0.06      | 86,528            | 3,337                                   | 89,865          | 44.05             | 0  |
| FINANCE DIRECTOR                | 0.02               | 0.02               | 0.02               |                    |                    | 0.06      | 79,173            | 13,516                                  | 92,689          | 45.44             | 0  |
| ADULT PROGRAM COORDINATOR       | 0.15               |                    | 0.15               |                    |                    | 0.30      | 54,102            | 15,193                                  | 69,295          | 33.97             | 0  |
| ELEMENTARY PROG. COORD.         |                    | 0.20               |                    |                    |                    | 0.20      | 51,960            | 18,257                                  | 70,217          | 34.42             | 0  |
| TEEN & YOUNG ADULT PROG.COORD.  |                    | 0.20               |                    |                    |                    | 0.20      | 54,036            | 18,970                                  | 73,006          | 35.79             | 0  |
| PROGRAM DIRECTOR                | 0.08               | 0.08               | 0.08               |                    |                    | 0.24      | 73,679            | 28,834                                  | 102,513         | 50.25             | 0  |
| DEVELOPMENT DIRECTOR            | 0.02               | 0.02               | 0.02               |                    |                    | 0.06      | 73,840            | 11,550                                  | 85,390          | 41.86             |  |
| DEVELOPMENT COORDINATOR         | 0.02               | 0.02               | 0.02               |                    |                    | 0.06      | 52,000            | 8,800                                   | 60,800          | 29.80             |  |
| OPERATIONS DIRECTOR             | 0.02               | 0.02               | 0.02               |                    |                    | 0.06      | 81,985            | 17,751                                  | 99,736          | 48.89             | 0  |
| FRONT DESK STAFF                | 0.05               | 0.02               | 0.02               |                    |                    | 0.09      | 46,555            | 3,179                                   | 49,734          | 24.38             | 0  |
| FRONT DESK ADMINISTRATOR        | 0.05               | 0.02               | 0.02               |                    |                    | 0.09      | 42,475            | 5,072                                   | 47,547          | 23.31             | 0  |
| YOUTH ADVOCACY & SUPPORT COORD. |                    | 0.33               |                    |                    |                    | 0.33      | 49,494            | 16,809                                  | 66,303          | 32.50             | 17,285   |
| YOUTH PROGRAM STAFF             |                    | 0.10               | 0.05               |                    |                    | 0.15      | 95,680            | 7,950                                   | 103,630         | 50.80             | 12,280   |
| YOUTH PROGRAM MANAGER           |                    | 0.25               | 0.05               |                    |                    | 0.30      | 62,400            | 12,100                                  | 74,500          | 36.52             | 17,657   |
| FAMILY SUPPORT COORDINATOR      | 0.30               |                    | 0.25               |                    |                    | 0.55      | 58,471            | 8,217                                   | 66,688          | 32.69             | 28,889   |
| FAMILY SUPPORT SPECIALIST       | 0.30               | 0.10               | 0.15               |                    |                    | 0.55      | 58,471            | 8,217                                   | 66,688          | 32.69             | 28,889   |
|                                 |                    |                    |                    |                    |                    | 0.00      |                   |   | 0               | 0.00              | 0  |
|                                 |                    |                    |                    |                    |                    | 0.00      |                   |   | 0               | 0.00              | 0  |
| <b>SUBTOTAL/TOTAL:</b>          | 1.03               | 1.40               | 0.87               | 0.00               | 0.00               | 3.30      | \$1,020,849.00    | \$197,752.00                            | \$ 1,218,601.00 | 597.35            | \$105,000.00                                       |

**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.**

[illegible]

|               |      |      |      |      |      |      |            |           |            |        |           |
|---------------|------|------|------|------|------|------|------------|-----------|------------|--------|-----------|
|               |      |      |      |      |      | 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         |
|               |      |      |      |      |      | 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         |
| <b>TOTAL:</b> | 1.03 | 1.40 | 0.87 | 0.00 | 0.00 | 3.30 | 1020849.00 | 197752.00 | 1218601.00 | 597.35 | 105000.00 |

\*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                      | Family Support Services                     | PERSONNEL        | 30,000            |
|                        |   | OTHER OPERATING  | 0                 |
|                        |   | SPACE            | 0                 |
|                        |   | SPECIAL COSTS    | 0                 |
|                        |   | TOTAL            | 30,000            |
| B                      | Youth Restoration and Community Building    | PERSONNEL        | 45,000            |
|                        |   | OTHER OPERATING  | 0                 |
|                        |   | SPACE            | 0                 |
|                        |   | SPECIAL COSTS    | 0                 |
|                        |   | TOTAL            | 45,000            |
| C                      | Bayview Leaders and Community Stabilization | PERSONNEL        | 30,000            |
|                        |   | OTHER OPERATING  | 0                 |
|                        |   | SPACE            | 0                 |
|                        |   | SPECIAL COSTS    | 0                 |
|                        |   | TOTAL            | 30,000            |
| 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 |   |                  | 105,000           |