



CRISIS INTERVENTION AND PREVENTION SERVICES 2025 REQUEST FOR PROPOSAL (RFP) APPLICATION Part 1 – Organization Narrative Form

Submit Application to: cddapplications@cityofmadison.com

Deadline: 4:30pm September 22nd, 2025

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

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

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

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

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

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

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

APPLICANT TYPES

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

Single Applicants

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

Joint/Multi-agency Applicants

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

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

Part 1 - Organization Narrative Form

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

Legal Name of Organization:	Bayview Foundation, Inc	Total Amount Requested:	\$ 105,000
All program(s) connected to your organization:	Program Name: Family Support Services Amount Requested: \$ 30,000 Applicant Type: Single Agency Application Program Type: Community-Based Individual and Family Support Services List Program Partner(s) (if applicable):		
	Program Name: Youth Restoration and Community Building Amount Requested: \$ 45,000 Applicant Type: Single Agency Application Program Type: Building Community & Stabilization: YOUTH List Program Partner(s) (if applicable):		

	Program Name: Bayview Leaders and Community Stabilization Amount Requested: \$ 30,000 Applicant Type: Single Agency Application		
	Program Type: Building Community & Stabilization: ADULT & FAMILY List Program Partner(s) (if applicable):		
	Program Name: n/a Amount Requested: \$ Applicant Type: Choose an item. Program Type: Choose an item. List Program Partner(s) (if applicable):		
	<i>If you are applying for more than four programs, please contact Nancy Saiz 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

Deadline: 4:30pm September 22, 2025

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

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

JOINT/MULTI-AGENCY APPLICANTS

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

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

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

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Part 2 - Program Narrative Form

Program Name:	Family Support Services	Total Amount Requested for this Program:	\$ 30,000
Legal Name of Organization:	Bayview Foundation, Inc	Total amount Requested for Lead/Single Applicant	\$ 30,000
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 ONE Program Type for this form.			
<input type="checkbox"/> Crisis Intervention Support Services: 24/7 Helpline <input type="checkbox"/> Crisis Intervention Support Services: Shelter Services <input checked="" type="checkbox"/> Prevention Services and Activities: Community-Based Individual/Family Support <input type="checkbox"/> Prevention Services and Activities: Building Community and Stabilization <input type="checkbox"/> Adults and Families <input type="checkbox"/> Youth ages 12-18 years old			
<p>PLEASE NOTE: Separate applications are required for each distinct/stand-alone program. Programs are considered distinct/stand-alone if the participants, staff and program schedule are separate from other programs, rather than an activity or pull-out group.</p>			

1. PROGRAM OVERVIEW

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

Bayview households face compounded barriers to stability: 90% of residents live at or below extremely low-income thresholds, with an average household income of roughly \$17,000. Families navigate intergenerational poverty, language isolation, and systemic inequities in healthcare, education, and employment. With redevelopment adding 50+ new families in 2024–25 and an 80% increase in residents overall, the need for individualized, trauma-informed case management has grown significantly. Resident input through annual assessments, community meetings, and community surveys consistently highlights housing stability, access to benefits, and crisis navigation as urgent needs.

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

The overarching goal of Family Support Services is to ensure housing stability and family well-being by providing consistent, bilingual case management that connects residents to needed resources, prevents crises, and strengthens protective factors such as social connectedness and access to care.

- 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.

Bayview will provide individualized case management and resource navigation to approximately 25 households annually. Services include intake assessments, resource referrals (health, mental health, AODA, food, legal), crisis intervention, and follow-up. Supports are delivered on-site at the Bayview Community Center and through home visits, with flexible evening/weekend availability. Key outcomes include: sustained housing, reduced family crises, increased access to stabilizing services, and strengthened family protective factors.

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?

The Family Support program primarily serves families living in Bayview's 130 affordable housing units as well as other households across the Triangle neighborhood, including Community Development Authority (CDA) residents. Together, this community represents more than 630 individuals with rich cultural and linguistic diversity: approximately 42% Asian, 36% Black, 15% Latinx, 4% white, and 3% Middle Eastern. Many families are immigrants or refugees, and roughly half of adults are non-English speakers. Common home languages include Hmong, Spanish, Vietnamese, and Russian, with English proficiency varying widely across generations. Nearly all households are low-income under HUD guidelines, with families often navigating barriers related to healthcare access, employment, transportation, and systemic inequities.

The program has been shaped and refined through ongoing community engagement. Families share priorities and feedback through neighborhood meetings, multilingual surveys, community meals, and design justice workshops. Staff also gather input through case management and informal day-to-day interactions, ensuring services are aligned with family realities. In addition, Bayview's redevelopment planning processes engaged a majority of adult residents in shaping the mix of programs and supports available today. This consistent practice of co-design and feedback ensures that the Family Support program reflects the needs of both Bayview residents and the broader Triangle community.

- 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	8	32%
Black/African American	10	40%
Asian	7	1%
American Indian/Alaskan Native	0	0%
Native Hawaiian/Other Pacific Islander	0	0%
Multi-Racial	0	0%
Balance/Other	0	0%
Total:	25	
Ethnicity		
Hispanic or Latino	8	32%

Not Hispanic or Latino	17	68%
Total:	25	
Gender		
Man	7	28%
Woman	18	72%
Non-binary/GenderQueer	0	0%
Prefer Not to Say	0	0%
Total:	25	

Comments (optional): Note, the participant demographics above represent only the participants who engaged directly in community support services. These numbers do not reflect the 50 new families who also engaged in stabilization support services nor the broader 415-member Bayview community who have dropped in to answer small questions that did not result in an Individual Case Management Plan.

- 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.

The majority of Bayview's adult and senior residents are non-native English speakers and/or bilingual. Cultural and linguistic responsiveness is central to all Bayview programs and services.

35% of Bayview's 26 staff members are bilingual, with English, Spanish, Hmong, Lao, and French spoken fluently across the team. Bayview also contracts with a recurring group of interpreters to expand access for additional languages and to ensure coverage for larger community events. Hiring practices prioritize staff who share lived experiences and identities with the community. A majority of staff identify as BIPOC, and many are current or former Bayview residents. This diversity allows staff to authentically connect with participants and amplify a wide range of cultural perspectives.

Interpretation in Hmong and Spanish is consistently available at meetings and events. Program materials, such flyers, letters, notices, are designed in Plain English with pictorial elements wherever possible to ensure accessibility. All programs are reviewed through a lens of cultural and linguistic relevance, and staff actively support project partners in building competencies to serve Bayview's multilingual, multicultural population.

- 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.

Bayview's recruitment begins with trusted relationships with families built through housing, youth, and community programs. Staff know most households personally and are in daily contact through the housing office and community center. This ongoing presence allows us to engage residents informally, quickly share program opportunities, and follow up directly with those who may benefit most. Outreach strategies include door-to-door conversations, phone calls, texts, flyers delivered to all units, and regular announcements at community meals and events. Bilingual staff and resident leaders help ensure that outreach is linguistically accessible and culturally relevant. In addition to internal channels, Bayview partners with local schools, Joining Forces for Families, Dane County Human Services, and health providers to share information and receive referrals for families who may need support but are not yet connected to Bayview programming. Recruitment is paired with a simple intake meeting that doubles as both a welcome and an assessment. During this meeting, staff work with families to identify strengths, needs, and goals, and to discuss any barriers to participation. This ensures that families are connected to the most relevant supports from the beginning and helps staff build an individualized plan for ongoing engagement.

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?

Families at Bayview face barriers such as language differences, limited transportation, competing work and caregiving schedules, and hesitancy in engaging with formal service systems. Bayview's on-site model addresses transportation directly, with nearly all programming and services available within steps of residents' homes. To accommodate busy schedules, staff offer evening and weekend availability, as well as flexible meeting formats (in-person, phone, or virtual).

Language barriers are reduced through bilingual staff and resident leaders, with Spanish and Hmong interpretation available at all meetings and events. Program materials are designed in plain English and often include visual supports to ensure accessibility.

Trust barriers are mitigated through Bayview's longstanding, relationship-based approach. Many staff share lived experience with residents and all staff are trained in trauma-informed, culturally responsive practices. Families are consistently treated as partners in decision-making, and program activities are designed to reflect resident cultures, interests, and priorities. Additional supports like meals at evening events and child care during adult-focused programming help ensure families can participate fully.

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 begins with a welcoming intake meeting, where staff and families sit down together to review strengths, needs, and goals. This meeting is designed to be conversational and culturally responsive, ensuring families feel comfortable and in control of the process. Staff then co-develop an individualized plan for participation that connects families to the most relevant programs, supports, or leadership opportunities.

Tools such as intake forms and assessment checklists are used, but always with flexibility and plain-language explanations so they are accessible to families with varied literacy levels and language backgrounds. For families with higher needs, staff may create a simple individualized plan that outlines supports, referrals, and follow-up steps.

Ongoing engagement is sustained through regular check-ins, personal invitations to events, and proactive communication by phone or text. Staff also rely on culturally responsive practices such as incorporating food, music, and art that reflect the community into programming. This not only increases comfort and participation but also strengthens trust and reinforces the idea that Bayview is a place where families' voices, cultures, and leadership matter.

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.,).

This program provides individualized case management and family support to community members. Activities include:

- One-on-one case management sessions with families to assess needs, set goals, and develop individualized service plans.
- Resource facilitation connecting households to services such as food, employment, education, childcare, and health supports.
- Housing stability supports, such as tenant education workshops (budgeting, apartment care, communication skills).
- Crisis intervention when urgent challenges arise (neighbor disputes, domestic violence, economic hardship).
- Preventive engagement through community meals, check-ins, and informal conversations to identify needs early.

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.

Bayview's Family Support Services program draws on a set of evidence-informed practices designed to strengthen family stability and prevent crises. Our model is rooted in trauma-informed care (SAMHSA principles of safety, trust, choice, collaboration, and empowerment), ensuring families are supported in ways that reduce retraumatization and build trust. We use a strengths-based approach that emphasizes family assets and self-determination, and we integrate the Protective Factors framework to increase resilience, social connections, and access to concrete supports. To address housing insecurity, we apply evidence-based housing stability strategies promoted by HUD and the National Alliance to End Homelessness, such as early intervention, tenancy education, and proactive service coordination. Finally, all services are delivered with a commitment to cultural and linguistic responsiveness, which research shows is essential to engagement and effectiveness for immigrant, bilingual, and BIPOC families. Together, these approaches create a comprehensive, evidence-informed model that helps families achieve long-term housing stability and overall well-being.

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

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

Table 1:

PROGRAM LOCATION(s):		
Day of the Week	Start Time	End Time
Monday	8:30 AM	4:30 PM
	Bayiew Community Center	
Tuesday	8:30 AM	4:30 PM
	Bayiew Community Center	
Wednesday	8:30 AM	4:30 PM
	Bayiew Community Center	
Thursday	8:30 AM	4:30 PM
	Bayiew Community Center	
Friday	8:30 AM	4:30 PM
	Bayiew 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)

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

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

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

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.

This program has always been rooted in the voices of Bayview families and youth, and it continues to evolve through daily engagement. Input has been gathered through conversations at community meals, housing check-ins, youth circles, and structured listening sessions. Families have consistently lifted up priorities like housing stability, accessible case management, youth support, and culturally responsive programming. Their lived experience has shaped both the design and refinement of activities. Implementation keeps families at the center: individualized service plans are co-created with households, youth, and parents serve on advisory groups, and regular surveys, focus groups, and restorative circles provide feedback. Assessment is not a one-time activity but an ongoing dialogue with participants, ensuring that outcomes reflect what families say matters most to them.

- 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.

Beyond Bayview households, the program is also shaped by ongoing input from neighborhood residents and community partners. The redevelopment process itself was guided by a design justice framework, engaging over 70% of residents through interviews, meetings, and design groups, and it continues to inform how programs are delivered today

Local schools, service providers, and cultural organizations regularly contribute insights that strengthen youth support, resident leadership, and restorative practices. Partnerships with entities such as MMSD, Dane County Human Services, and neighborhood associations provide both feedback and pathways for referrals. Implementation involves these partners as collaborators in programming, mentors, and referral networks. For assessment, the program shares updates at community gatherings, participates in cross-agency evaluation efforts, and integrates input from both residents and external partners to ensure activities meet the broader community's needs as well as those of Bayview families.

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)?
Joining Forces for Families	Program support and facilitation	Liliana Loera	No
YWCA	Restorative Justice training and resident mediation support	Eugenia Highland Granados	Yes
City of Madison Community Development Authority	Resource and housing navigation partner for non-Bayview residents using Family Support Services.	Lauren Andersen	No
Second Harvest	Food pantry resource procurement	Lori Peppard	Yes

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

Dane County Human Services serves as an additional partner beyond Joining Forces for Families for connecting Bayview Families to more technical and specialized resources. Examples in the past include working with Fabiola Hamdan for specialized immigration support.

The Family Support Coordinator also has strong ties to the social workers at MMSD, helping to address concerns at school, including school attendance and academic performance. MMSD helps facilitate whole-family conversations on how to ensure stability and success of the whole family, at home, in school, and in the broader Madison community.

Anesis Therapy helps process referrals, communicate with Bayview staff and youths' families regarding mental health treatment, and provide culturally specific trainings on mental health as requested.

How do these partnerships enhance this proposal?

These partnerships leverage an array of programs and specialists in order to support families and individuals with their distinct needs effectively. Bayview has learned that barriers to access can come both from the supply of support as well as the demand for the support that is available. The diverse array of partnerships expands the number of offerings to reach families in a way that's authentic to their needs, identities, and preferred modalities. Some of the partners listed above also help ensure that the Bayview staff who are helping Bayview residents day in and day out have the training and resources they need to provide culturally sensitive and effective help.

What are the decision-making agreements with each partner?

This program relies on a network of partners who bring different kinds of expertise like program facilitation, housing navigation, food access, restorative practices, and specialized referrals. Because these roles vary, Bayview establishes decision-making agreements that fit the type of partnership:

For programmatic partners (e.g., YWCA, Joining Forces for Families), Bayview staff and facilitators co-design activities, review plans together, and make real-time adjustments to ensure programming is relevant, accessible, and culturally responsive. Decisions are made collaboratively, with Bayview staff providing context from families and the community, and partners contributing specialized expertise.

For resource and navigation partners (e.g., CDA, Second Harvest), Bayview staff coordinate logistics and share family needs, while decisions about resource distribution or eligibility remain with the partner agency. Bayview acts as the bridge, ensuring families understand and can access these resources.

For referral and technical partners (e.g., Dane County Human Services, MMSD, Anesis Therapy), decision-making is family-centered. Bayview staff, families, and partner specialists work together to determine the best course of action. Partners provide technical guidance, Bayview coordinates communication and trust-building, and families have the final say in what supports they accept.

Across all partnerships, Bayview ensures that family voice is central. MOUs are used when needed to formalize roles, but even without them, agreements are grounded in open communication, alignment of values, and shared responsibility for family well-being.

- 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?

Bayview's programs provide a wide range of resources that help families move from immediate stabilization toward long-term well-being. On-site, families can access case management, housing support, restorative practices, youth programming, food distribution, cultural events, and leadership opportunities. These direct services are designed to be low-barrier and responsive to the unique needs of each household, with bilingual staff providing support in residents' home languages.

Equally important, Bayview acts as a bridge to community resources. Staff help families navigate and connect with schools, mental health providers, healthcare systems, employment and training opportunities, financial counseling, and public benefits. Partnerships with MMSD, Dane County Human Services, food networks, and neighborhood organizations expand the scope of support available. Coordination happens through individualized service planning, where staff work with each participant to identify needs, set goals, and create a

resource map. Staff then provide warm handoffs, direct referrals, and, when needed, advocacy to ensure participants not only know about resources but can successfully access them.

This approach ensures that Bayview is both a trusted hub of immediate supports and a connector to the wider network of community resources. Families leave with stronger relationships, improved stability, and clearer pathways to achieving their goals.

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

Family Support Services measures program outputs using intake worksheets, the annual resident survey, staff case notes, and program logs maintained by the Bilingual Resident Support Coordinator. These tools provide consistent tracking of participation, service plans, referrals, and outcomes.

Key outputs include:

- Number of client intakes completed: Documented through initial intake worksheets and recorded in program files.
- Number of individualized service plans developed: Each enrolled household develops an Individual Service Plan (ISP), tracked and updated by the Bilingual Resident Support Coordinator.
- Number of cross-system referrals made to external providers or resources: Case notes and referral logs document connections made to other community partners.
- Resident Progress: Progress is measured during annual resident surveys and cross-referenced based on the programs they are involved in.
- Number of individuals reporting the use of at least two new resources aligned with their individual needs: Captured through the annual resident survey and follow-up case management conversations.

This approach allows Bayview to demonstrate both the volume of services provided (intakes, service plans, referrals) and the impact of those services (progress on goals, adoption of new resources).

B. Program Outcomes

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

The outcomes Bayview targets are closely aligned with Bayview’s goal: to ensure housing stability and family well-being. While we track specific outputs on program operations as noted above, the impact of those operations is detailed in resident surveys used to gauge and measure how stable they feel, how they are progressing on their well-being and personal aspirations, and ensure that they continue to trust staff and the services Bayview provides.

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

Outcome EXAMPLE Objective: 75% of clients report services were accessible, inclusive, and responsive to their individual identities and experiences (this is an EXAMPLE ONLY and is NOT REQUIRED).

Performance Standard	Targeted Percent	75%	Targeted Number	90 of 120 clients
	Actual Percent	78%	Actual Number	94 out of 120 clients
Measurement Tool(s) and Comments: Client exit survey and open-ended feedback forms				
Methodology: The primary measurement tool was an exit survey that used open-ended and multiple-choice prompts to allow participants to elaborate on their experiences. Surveys were distributed to all program participants at time of exit from services/at the point of program completion, surveys are voluntary and anonymous.				

Outcome Objective #1: 75% of individuals report overall improvement in well-being and life stability if engaged in Family Support Services				
Performance Standard	Targeted Percent	75%	Targeted Number	19 of 25 Families
	Actual Percent		Actual Number	
Measurement Tool(s) and Comments: Community Survey				
Methodology: 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.				

Outcome Objective #2: 85% Individuals report positive experiences with staff in culturally responsive services.				
Performance Standard	Targeted Percent	85%	Targeted Number	21 of 25 Families
	Actual Percent		Actual Number	
Measurement Tool(s) and Comments: Community survey				
Methodology: An annual survey of community members will provide insights into staff relations and measure how Bayview Community members rate their staff and programmatic experiences, especially when they are tailored to an individual's cultural and linguistic needs.				

Outcome Objective #3: 75% individuals report increased confidence in navigating systems to meet health, legal, educational, or other personal needs.				
Performance Standard	Targeted Percent	75%	Targeted Number	19 of 25 Families
	Actual Percent		Actual Number	
Measurement Tool(s) and Comments: Community survey				
Methodology: An annual survey of community members will provide insights into how Bayview Community members rate their programmatic experiences, especially when they are tailored to be accessible and inclusive.				

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 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: 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.
- Individual Service Plans: Tracked on staff-managed spreadsheets
- 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, with additional notes on interpretation and childcare provided to ensure accessibility metrics are accurately recorded.
- Outcome Measures: Surveys conducted on paper and Google Forms are consolidated into a single database to pull results from.
- 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)
Family Support Coordinator - 0.3 FTE	0.3	Trauma-informed care, repair work and restorative justice, community organizing and integration.	Bayview Community Center
Family Support Specialist - 0.3 FTE	0.3	Trauma-informed care, repair work and restorative justice, community organizing and integration.	Bayview Community Center
Adult Program Coordinator - 0.15 FTE	0.15	Trauma-informed care, repair work and restorative justice, community organizing and integration.	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, which is reviewed by Bayview staff to ensure their skills, interests, and availability align with the program's needs. If there is a match, staff will 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.

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 (opening fall 2025), 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.



Dane County Department of Human Services Division of Prevention & Early Intervention

**Dane County Executive – Melissa Agard
Interim Director – Astra Iheukumere
Division Administrator – Connie Bettin, LCSW**

**1202 Northport Drive, Madison, WI 53704-2092
PHONE: (608) 242-6200 FAX: (608) 242-6294**

September 22, 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 Joining Forces for Families' ongoing partnership with Bayview Foundation in regards to their community stabilization efforts and adult programming and case management.

Joining Forces for Families regularly assists Bayview adults and seniors with specialized resource navigation in English, Hmong, and Spanish, increasing Bayview's capacity to empower families. Bayview's Family Support Coordinator facilitates warm handoffs between individuals and Joining Forces for Families case managers, creating a trusting environment that lays the groundwork for impactful work.

Joining Forces for Families and Bayview are pleased to strengthen our collaboration and provide high-quality resources and assistance for adults. We look forward to continuing to collaborate and provide support to the community in the coming year.

Sincerely,

Liliana Loera

Liliana Loera
She/Her(s)/Ella
Community Social Worker / Trabajadora Social Comunitaria
Joining Forces for Families – South Side of Madison
2450 Rimrock Rd. Ste 301, Madison, WI 53713
Cell: 608-622-1193 (call/text) | Fax: (608) 283-2996



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



CommunityDevelopmentAuthority

215 Martin Luther King, Jr. Blvd., Suite 161
Madison, Wisconsin 53703
ph (608)266.4675 tdd (608)264.9290 fx (608)264.9291
email housing@cityofmadison.com
mail P.O. Box 1785, Madison, WI 53701-1785

September 19, 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 the City of Madison Community Development Authority's (CDA) ongoing partnership with Bayview Foundation in regard to community stabilization efforts in the greater Triangle Neighborhood.

The Bayview Community Center provides numerous services and resources to not just Bayview residents, but residents in the greater community, including neighboring CDA housing. During the CDA's development, monthly meetings with Bayview and our partners at New Year Investments have resulted in open communication on construction, resident needs, security concerns, and sharing of resources. This long-established collaboration has resulted in impactful work that empowers families and individuals of the Triangle Neighborhood.

The City of Madison Community Development Authority and Bayview are pleased to strengthen our collaboration for the sake of residents of the Triangle Neighborhood and subsequent ripple effects throughout Madison. We look forward to continuing to collaborate in the coming years.

Sincerely,

Lauren Andersen

Lauren Andersen

Property Operations Manager

September 17, 2025

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

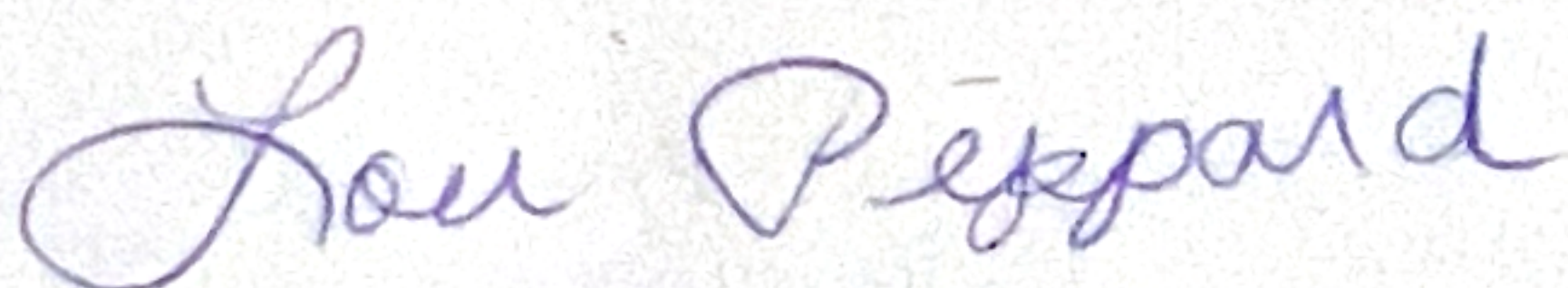
To the City of Madison Community Development Division:

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 - 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.

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:

AL

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5. BOARD-STAFF DEMOGRAPHICS

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

DESCRIPTOR	BOARD		STAFF		MADISON*		
	Number	Percent	Number	Percent	GENERAL Percent	POVERTY Percent	R/POV** Percent
TOTAL		100%		100%			
GENDER							
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%			
AGE							
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%			
RACE							
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%			
ETHNICITY							
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%			
PERSONS WITH DISABILITIES	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.

Name	Mary Berryman Agard, President		
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:
Name	Salli Martyniak, Vice President		
Home Address	2631 University Ave. #106, Madison, WI 53705		
Occupation	Retired, Mission-focused economic development		
Representing			
Term of Office		From: 01/2025	To:
Name	Scott Thornton, Co-Treasurer		
Home Address	1104 Jenifer St. Madison WI 53713		
Occupation	Consultant, Finance		
Representing			
Term of Office		From: 01/2022	To:
Name	Craig Schmidt, Co-Treasurer		
Home Address	108 North Main St., Verona, WI 53598		
Occupation	Vice President Business Relationship Manager		
Representing			
Term of Office		From: 2023	To:
Name	Assita Diarra, Co-Secretary		
Home Address	113 La Mariposa Ln, Madison WI 53715		
Occupation	Bayview Resident and Health Care Professional		
Representing			
Term of Office		From: 01/2022	To:
Name	Jean Berg, Co-Secretary		
Home Address	4817 Onyx Lane, Madison WI 53714		
Occupation	Retired teacher and community volunteer		
Representing			
Term of Office		From: 01/2022	To:
Name	Ken Axe, Member		
Home Address	2190 Colladay Point Dr. Stoughton WI 53589		
Occupation	Retired lawyer		
Representing			
Term of Office		From: 01/2022	To:
Name	Tag Evers, Member		
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:

	9
	9
	12
	12/2027
	12/2027
	12/2026
	12/2026
	12/2027
	12/2026
	12/2025
	length of elected office

AGENCY GOVERNING BODY cont.

Name	Angela Jones, Member			
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
Name	Amy Meyer, Member			
Home Address	135 Glenway, Madison, WI 53705			
Occupation	Asset Manager, Wisconsin Housing Trust Fund			
Representing				
Term of Office		From:	2024	To: 07/2027
Name	Dean Mosiman, Member			
Home Address	882 Jean Cir, Oregon, WI 53575			
Occupation	Retired, journalist			
Representing				
Term of Office		From:	2024	To: 07/2027
Name	Dan Gartzke, Legal Counsel (non voting)			
Home Address	1 S. Pinckney Madiosn WI 53701			
Occupation	Attorney, Boardman Clark			
Representing				
Term of Office		From:	2017	To: ongoing
Name	Mai Chao Chang, Legal Counsel (non voting)			
Home Address	1 S. Pinckney Madiosn WI 53701			
Occupation	Attorney, Boardman Clark			
Representing				
Term of Office		From:	2022	To: ongoing
Name				
Home Address				
Occupation				
Representing				
Term of Office				
Name				
Home Address				
Occupation				
Representing				
Term of Office				
Name				
Home Address				
Occupation				
Representing				
Term of Office		From:	mm/yyyy	To: mm/yyyy
Name				
Home Address				
Occupation				
Representing				
Term of Office		From:	mm/yyyy	To: mm/yyyy

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

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

REVENUE SOURCE	AGENCY 2026	PROGRAM A	PROGRAM B	PROGRAM C	PROGRAM D	PROGRAM E	NON APP PGMS
DANE CO HUMAN SVCS	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 A	CITY SHARE	PGM B	CITY SHARE	PGM C	CITY SHARE	PGM D	CITY SHARE	PGM E	CITY SHARE	NON APP PGMS
A. PERSONNEL											
Salary	61,014	30,000	83,693	45,000	54,553	30,000					
Taxes/Benefits	11,028		21,295		10,139						
Subtotal A.	72,042	30,000	104,988	45,000	64,692	30,000	0	0	0	0	0
B. OTHER OPERATING											
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											
Subtotal B.	17,818	0	19,818	0	19,318	0	0	0	0	0	0
C. SPACE											
Rent/Utilities/Maintenance											
Mortgage Principal/Interest											
Depreciation/Taxes	2,050		2,050		2,050						
Subtotal C.	2,050	0	2,050	0	2,050	0	0	0	0	0	0
D. SPECIAL COSTS											
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 FTE**	Program B FTE**	Program C FTE**	Program D FTE**	Program E FTE**	Total FTE	Annualized Salary	Payroll Taxes and Fringe Benefits	Total Amount	Hourly Wage***	Amount Requested from the City 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 ADMINISTATOR	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
SUBTOTAL/TOTAL:	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
TOTAL:	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