



# Youth Violence Prevention 2023

## APPLICATION FORM

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

Deadline: 4:30 pm CST on **April 3<sup>rd</sup> 2023**

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

Please limit your proposal and responses to spaces provided in this form. Responses to this funding opportunity should be complete and comprehensive but succinct. Materials submitted in addition to this application form (unless otherwise asked for) will not be considered in the evaluation of the proposal. **Do not attempt to unlock or alter this form.** Font should be no less than 11 pt.

Complete and submit the application and other required documentation **BEFORE** the deadline. **No late applications will be accepted.**

If you have any questions **related to the content of the application**, please contact: Dominic Davis – [ddavis2@cityofmadison.com](mailto:ddavis2@cityofmadison.com) or Yolanda Shelton-Morris – [yshelton-morris@cityofmadison.com](mailto:yshelton-morris@cityofmadison.com)

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 Jen Stoiber – [jstoiber@cityofmadison.com](mailto:jstoiber@cityofmadison.com)

Legal Name of Organization:	Bayview Foundation	Total Amount Requested:	\$ 22113
Program Name:	Bayview Summer Teen Program		
Brief Program Description:	A comprehensive continuum of support for teens that focus on mental health support, restorative justice, youth and young adult employment, and summer recreation		
Type of Program	<input type="checkbox"/> New Program <input checked="" type="checkbox"/> Program Expansion		
Contact Person:	Nate Schorr, Program Manager	Email:	nateschorr@bayviewfoundation.org
EIN and DUNS #	EIN: 39-6092644 DUNS: 084223817		
Full Address:	601 Bay View, Madison, WI 53715	Telephone:	608-256-7808
501 (c) 3 Status:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Fiscal Agent (if applicable)	

**Target Population:** The target population for this funding opportunity is youth and young adults ages 14-26 who previously have been, currently are, or at-risk of being involved with the juvenile justice system. Responses provided below should elaborate on the organization's experience working with this target population.

**Organizational Qualifications:**

- Briefly describe your organization’s experience implementing services relevant to youth at risk of engaging in violence and/or youth violence prevention programming.

For 51 years, Bayview has been providing safe, affordable housing and a broad array of services to a diverse community of individuals, families, children and seniors. The Bayview model helps end intergenerational poverty, ensures children succeed in school, enables seniors to age in place, contributes to a stronger economy and helps create a more equitable Madison. Bayview is committed to

moving low-income families out of poverty and helping them realize their aspirations. In the middle of the neighborhood, the Bayview Community Center provides essential programs. Steps from where they live, residents and neighbors can access out-of-school programming for youth, food access, health and wellness activities, resources and referrals, adult education and career development, and in-depth arts and cultural programs. The Bayview model works and is critical to violence prevention in how it supports the community as a whole, and community members as whole people. Children are succeeding in school and many advance to college or technical school after graduation. Families are building their savings and transitioning into market rate apartments and single-family homes. Seniors feel valued for their contributions, and adults and youth alike take pride in their homes, artwork, and connection to the broader neighborhood.

Bayview's summer teen programs, which have been fine-tuned over decades of intentional program design and community input, are critical in supporting youth, preventing violence, and helping to address broader community issues. Through a comprehensive continuum of support where every program is rooted in the values inclusivity, relevance, and equity, youth are able to access the services and opportunities they both need and want. The specific program areas focus on mental health support, restorative justice, youth and young adult employment, self expression/voice, and summer recreation. By offering programs that are steps from home, relevant to the unique barriers of BIPOC, and flexibly responsive through individualized support, Bayview ensures that teens have the grace and space to be imperfect, and gives them the tools to not simply avoid trouble, but to truly thrive.

2. Describe how your agency will build relationships and authentically engage with individuals and households served. Specifically include information on previous strategies used to authentically engage with youth who are previously, currently, or at-risk of juvenile justice involvement, BIPOC, and/or low-income households and individuals.

The success of Bayview is built on relationships and trust. Engaging the people who live at Bayview and participate in programming in decision making, policy development, program design, events planning, and preparing for the future of the community, is at the core of what Bayview does. Bayview's youth programs emphasize authentic relationships and youth voice, and provide transparency, opportunities for dialogue, and flexibility in decision-making.

Teen programs are customized to respond to feedback provided by participants throughout programming and through surveys conducted at the end of the summer, inviting youth to share what they learned, what they enjoyed, and what changes they would like to see moving forward. In Youth Employment for example, participant feedback has led to changes in some of the partnerships the program will pursue this summer.

At the end of summer 2022, youth shared that they were interested in exploring employment opportunities at nearby businesses, in fields such as health care and banking. With that information, Bayview staff established relationships with UW Health, GHC and Summit Credit Union, expanding community partnership employment sites available.

Also integrated into teen programming are open conversations about topical issues like discrimination, anti-immigration policies, anti-Asian incidents, identity politics and police brutality that aim to create a greater awareness and sensitivity to racial differences and struggles. These conversations blend easily into Bayview's Restorative Justice Program when addressing conflicts and harm. As an example, Staff recently used a Restorative Justice approach to address ongoing issues of theft within the Teen Program. This work centered on empathy, understanding, and harm repair in lieu of simply referring the situation to the Madison Police Department.

Bayview's center offers a physical environment that reflects residents, filled with art and quotes created by people of all different racial and cultural backgrounds. Programs, meetings and events always feature food, music and programming activities that are culturally relevant and inclusive.

**Program Design and Strategies:**

1. Describe your organization's program and proposed service delivery plan including recruitment and selection of participants, individual assessment process, anticipated number to be served, who will be served, duration, location, and goals.

Bayview's violence prevention plans are focused on expanding the system of support that is already in place within summer teen programming. During the summer months, Bayview staff and teens spend more time together, and this time of year allows youth-staff relationships to deepen. The Teen Program shifts its academic-focus toward youth employment and personal development, while continuing to provide ample opportunities for youth to connect and participate in recreational and socially-focused activities. Expanding to 30 participants, 14 of which are between the ages of 14-25, these inclusive, relevant, and equitable programs prevent violence by supporting each youth as a whole person, including their relationships with their family members, neighbors, and peers. An expansion of Bayview's summer teen programming would allow each of Bayview's program areas to not only reach more youth, in total, but to also reach every single participant with more depth and intention. This would mean more individual mental health sessions, more parent engagement and support, more restorative justice participants, and increased capacity for recreational activities.

**\*YOUTH ADVOCACY AND SUPPORT (YAAS) PROGRAM\***

The Youth Advocacy and Support (YAAS) Program destigmatizes conversations around mental health, increases feelings of emotional and social wellbeing, helps deconstructs daily challenge, and provides a robust system of support for teenagers. YAAS is a hybrid of group programming, individual support, and specialized resource referrals for Middle and High School youth. This program is offered year round with additional youth eager to register for the summer if program capacity was able to expand.

Summer group programming for YAAS revolves around gender and sexuality-based affinity spaces. These spaces allow youth to feel empowered within their gender, discuss sensitive topics in a supportive and vulnerable environment, and to continue to build strong relationships with their peers and Bayview staff.

Individual support is provided through 1:1 sessions with the YAAS Specialists where they address ongoing challenges, mitigate interpersonal conflicts, unpack racism and discrimination, and generally ease youth into the idea of mental health care. If youth need more specialized support, staff help families find additional care through a partnership with Anesis Therapy. Because these sessions are so accessible, supportive, and impactful, sessions quickly become fully-booked, and youth have expressed an eagerness to expand the program.

Additional mental support is provided directly to parents and caregivers through direct support and coaching by YAAS program staff. At least 8 parents and caregivers receive this support throughout the year. Through this work, many parents and caregivers have expressed the desire to explore a parent support group in order to build more cohesion and support amongst each other and in the community.

The main goal of YAAS Programming is that youth who regularly attend will demonstrate increased social and emotional wellness. To measure this goal, Bayview will track participant attendance and engagement in YAAS programs. The program will have been successful if 15 youth ages 14 and up will attend 30 hours or more of YAAS programming; and if 75% of YAAS participants show progress toward at least 1 of their 3 goals set by the YAAS Coordinator by August 11th. For all youth who participate in this programming, the YAAS Coordinator creates 3 goals centered on social and emotional wellbeing.

Through staff observations and conversations with youth, the YAAS Coordinator will gauge each youth's progress toward their 3 goals at the end of regular summer programming.

An expansion of YAAS would allow more youth to be reached across all areas of this program this summer. Affinity spaces would be able to continue as scheduled throughout the summer. Twice as many youth would be able to receive 1:1 support sessions with a YAAS Specialist. And more parents would be supported directly, particularly as Bayview would be able to host a listening session around developing a Parent Support Group.

#### \*RESTORATIVE JUSTICE\*

In partnership with the nINA Collective, Bayview's teen programs include a tiered approach to Restorative Justice in order to transform racial tension and conflict in the Bayview community. This includes the co-created Conflict Transformation Protocol, Circle Keeper training for staff, a youth RJ leadership team, and facilitated RJ circles. This program is featured more over the summer months as youth have more time to dive into the work.

An expansion of this program would allow more youth and staff to participate in these processes in order to increase the community's capacity to resolve its own challenges without police involvement.

#### \*YOUTH EMPLOYMENT\*

Summer Teen Programming at Bayview will tentatively begin June 20th and end August 11th. The bulk of Bayview's Summer Teen Programming is the Youth Employment - Community Leadership Crew Program. In this 8-week program, participants ages 14 and up are placed in individual internships for 15-20 hours per week in different program areas throughout the Bayview Community Center. These areas include the Elementary, Teen, Youth Advocacy and Support, Adult and Senior, and Food Access programs. Participants assist their supervisors in planning, preparing, and facilitating various activities and events throughout the summer. They also complete 2 hours of Personal and Professional Development workshops each week. These workshops provide participants with time to reflect on their work, plan their future academic and career goals, and develop their professional skills – such as navigating workplace environments and interviewing. Participants also meet with their supervisors on a weekly basis to give and receive feedback, and they complete two performance evaluations throughout the summer – a mid-term, and an end-of-summer review. Additionally, participants who enrolled in high school also have the opportunity to earn MMSD credit through the Experiential Learning course.

To recruit participants for the Community Leadership Crew, Bayview staff share information about the program through word-of-mouth during programming hours and in interactions with residents; an informational presentation during the spring; and fliers spread through the Bayview neighborhood and with West High School staff. Prospective participants complete an application for the program, which are then reviewed by the Teen Program staff. The program currently only has 10 positions due to our available funding, so participants are selected based on the quality of their applications.

Bayview Youth Leaders in Training (BYLiT) is the Youth Employment Program that is designed for youth ages 12+, and its start and end dates align with Community Leadership Crew. While the Community Leadership Crew focuses on skill development and career planning, BYLiT emphasizes the importance of youth understanding who they are and how they work. Youth enrolled in BYLiT help plan, maintain, and harvest from Bayview's Giving Garden, a community garden co-managed with Meriter Hospital. Participants work together as a team to complete their work, and this time doubles as another opportunity to strengthen the connections with their peers and Bayview staff. Beginning this summer, BYLiT participants will also take part in coding classes facilitated by Maydm. This partnership aligns with many Bayview youths' interests in gaming and STEM.

The two main goals of Bayview's Youth Employment Program are 1) that participants are engaged and 2) that they will develop and feel empowered as young professionals. Successful engagement will

be indicated by all participants having a 90% or higher attendance rate. Participants' growth will be measured through their weekly reflections and by their supervisors' feedback, as recorded in their mid-term and end-of-summer evaluations.

#### \*FIELD TRIPS AND OUTDOOR RECREATION\*

Bayview's Teen Program allows youth to be their whole selves by also prioritizing fun and recreation over the summer. This includes weekly recreational activities like a trip to an escape room, movie nights, or a DIY Ice Cream Bars. Youth also have the option to participate in weekly outdoor-based field trips to various City of Madison and Dane County Parks to participate in activities such as kayaking, swimming, or volleyball. These activities are a key way that Bayview youth maintain strong emotional wellbeing and build connections with their peers and with nature.

An expansion of this program would allow more youth to be reached by these recreational and pro-social activities. With the ability to allocate more staffing hours to this program, staff would be able to drive two vans instead of one and therefore double the number of participants.

2. Describe the outreach/marketing and/or referral methods your organization intends to employ to generate participation in the program to reach the target population.

Because of the strong relationships youth programs staff have with teens and their families, recruitment comes very easily, and the main barrier becomes having enough resources to support all of the youth who are interested. Recruitment mostly happens through word-of-mouth and individual conversations. Staff will often talk with parents or siblings about summer programming, what activities will be provided. Because of the genuine bonds staff have built with families, these conversations allow family members to provide feedback.

The Teen Program also sends out a weekly newsletter via email to all teens who are registered for programming during the school year, and a printed copy of the newsletter is posted in the community center. Some parents have also requested to be included on this email list so they can help remind their children of the weekly program offerings.

Bayview staff utilize additional recruitment methods for the Youth Employment program. The first is a presentation given during the spring for youth and their families to learn more about the goals and structure of the program, as well as gain advice for completing the application. Bayview staff also tap into the relationships they have built with MMSD staff to refer youth for the program.

3. Describe how the program will facilitate the engagement of participants' families in the program. How will the program work with families to improve outcomes for the youth?

Bayview's model makes family engagement both natural as well as a truly integral part of the program. This comes through in the community center's comprehensive programming that provides programming for families directly. It also comes through in how staff engage with siblings, parents, and caregivers through the lens of youth programming.

The YAAS Program supports at least eight parents every year with direct coaching and education regarding childhood mental health in order to reduce stigma and identify resources for their child. From this work, parents have asked for additional support with navigating their relationships with their children, as well as the creation of a parent/guardian support group tailored to fit the needs and values of Bayview families. Parents shared that a support group would become a crucial asset in not just ensuring the wellbeing of Bayview youth but also for the community as a whole. Bayview would host an information gathering session for parents/guardians to share their hopes for their youth, the challenges they are experiencing at home or elsewhere with their youth, and their goals for a future parent support group at Bayview.

During the summer, Bayview staff will continue to advocate with parents for youth who attend summer school. This sometimes looks like helping parents coordinate meetings with school counselors or teachers, sitting in on meetings to help take notes or make MMSD staff's language more accessible, or even helping initiate the IEP assessment process.

Should challenging behaviors with youth arise during summer programming, youth programs staff will continue to communicate what they are observing to parents. Through these conversations, staff and families collaborate to create action plans to address harmful behaviors through a restorative justice approach.

Parents and family members are also invited to our End of Summer Intern Banquet, held on the final day of Youth Employment. During this event, families and youth participants share a meal together, and then the youth present on their work that they completed throughout the summer. Bayview staff also announce certificates of program completion and awards for outstanding performance. This event provides an excellent opportunity for parents and other family members to celebrate their youth, and to see how they have grown through the program.

4. Describe activities that will be provided to help build youth skill development and community connectedness for youth and their families.

One of the main focuses of Bayview's Youth Employment Program, and particularly the Community Leadership Crew within it, is building youth skill development. This is done experientially through the individual internship placements, and it is done in a more structured setting in the weekly Personal and Professional Development workshops. The workshops cover a range of topics, including navigating workplace environments, how to communicate professionally, writing resumes and cover letters, career exploration, and interviewing skills.

Youth Programs staff also aspire to provide all youth enrolled in summer programming with Madison Metro bus passes this summer. This will allow youth to develop their navigation skills – something that will be especially important for the rising 9th grade youth, who make up a significant portion of Bayview's Teen programming. The bus passes will also increase the accessibility of additional work, internship, and extracurricular opportunities for Bayview youth.

The YAAS Program holds community connectedness as a core value that drives how group offerings are prioritized and facilitated. Whether youth participate in an outdoor field trip or the gender-based affinity groups, they will be immersing themselves in spaces where they can strengthen the bonds they have with their peers and with Bayview staff.

Deepening the bonds between youth and their parents, and between families, is another key reason Bayview would like to pursue creating a parent support group. Holding a parent engagement meeting this summer, where staff can gather more information on parents' goals and challenges, will be a crucial first step in the planning process for this future group.

5. Proposed Timeline for Implementation (please use an additional sheet if you need more room)

Activity	Estimated Start and Completion Dates
Recruitment for youth employment and summer programming	4/7 - Youth employment application released and recruitment begins 4/28 - Youth employment applications due
Finalize enrollment and summer programming schedule	5/1 - 5/19
Youth Employment orientation	6/12 - 6/16
YAAS individual mental health support sessions	6/12 - 8/11
Twice-weekly summer recreational activities	6/20 - 8/11
Youth Employment and other summer teen programming	6/20 - 8/11
Monthly affinity spaces	6/20 - 8/11
Restorative Justice circles	7/1 - 8/11
Parent support group information gathering session	Mid-July
Youth Employment Intern Banquet and end of regular summer programming	8/11

**Staffing and Scale:**

1. Proposed service numbers: Please complete the table below. Include number of unduplicated participants to be served, adult to youth/young adult ratios, number of service hours to be provided and frequency of activities or meetings. If you are proposing to provide a summer program at more than one location and the program structure is the same for all locations, please list all of the locations in the "Location(s)" cell in the table below. If the program structure varies amongst locations, please complete the rows for "Location #2" and the question following the table for any additional program locations.

Youth & Young Adult Violence Prevention Programming	Frequency* of Activities/Meetings	# of Service Hours Per Program Day	Annual Duration**	Adult to Youth/Young Adult Ratio	Unduplicated Participants
<b>Location(s):</b> Bayview Community Center (Includes YAAS, Youth Employment, Restorative Justice, Summer Recreation, and Parent Support)					
Summer	5 days per week	6 hours a day	10 weeks	1:8	24
<b>Location #2:</b>					
Summer					

\*Frequency=number of times per week, month, year (i.e. 5 days per week, 2x per month, 4x per year)

\*\*Annual Duration=number of weeks or months annually (i.e. 10 weeks, 6 months)

If applicable, please list any other locations with differences in the program structure as compared to the summer programs included in the table above.

2. Personnel: List all staff that will be working on the proposed program/project, including volunteers. (please use an additional sheet if you need more room)

Staff Title	FTE	Duties
Executive Director	.02	Administrative support
Program Manager	.12	Administrative support, contract compliance, financial support, program design
Teen and Young Adult Program Coordinator	.30	Program design and coordination, program facilitation, resource navigation, participant coaching and mentoring, contract compliance
Youth Advocacy and Support Coordinator	.30	Mental health support, resource navigation, program coordination, participant coaching and mentoring
Youth Program Staff	.25	BYLiT facilitation, garden maintenance, individual mental health support, resource navigation program design and implementation
Finance Manager	.02	Administrative and financial support

3. Outcomes: Funded programs will be required to collect data and report on three outcome measures. Programs are encouraged to identify an additional outcome measure of interest. In the box below, describe the outcome measure and measurement tools and data collection process you might use to document and report the impact of your program.

<b>Outcome Objective #1</b>	Youth will have increased participation and engagement in Bayview programmin			
<b>Performance Standard</b>	<b>Targeted Percent</b>	88	<b>Targeted Number</b>	14
	<b>Actual Percent of Actual Total Enrollees</b>		<b>Actual Number</b>	
<b>Measurement Tool(s) and Comments:</b> Measured by the number of youth who attend 75% of programming activities who also report feeling “improved” or “much improved” participation and engagement at the end of summer program survey.				

<b>Outcome Objective #2</b>	Parents and/or caregivers will receive direct support and coaching on childhood mental health			
<b>Performance Standard</b>	<b>Targeted Percent</b>	83	<b>Targeted Number</b>	10
	<b>Actual Percent of Actual Total Enrollees</b>		<b>Actual Number</b>	
<b>Measurement Tool(s) and Comments:</b> This is measured by the number of parents that receive direct 1:1 support from the YAAS Coordinator as well as the number of parents who attend the mid-summer parent engagement workshop.				



<b>Outcome Objective #3</b>	Youth will feel they have choice and autonomy in the program			
<b>Performance Standard</b>	<b>Targeted Percent</b>	88	<b>Targeted Number</b>	14
	<b>Actual Percent of Actual Total Enrollees</b>		<b>Actual Number</b>	
<b>Measurement Tool(s) and Comments:</b> This will be measured by the Scale 8 in the Program Experience Domain from the SAYO-Y Tool from NIOST. Bayview will confer with NIOST and confirm, by June 1st, how to best approach this measurement to best represent the impact of the program.				

**Cultural Relevance and Language Access**

1. Capacity and Strategies: Describe your organization’s capacity and strategies to ensure language access and cultural relevance for your target population.

Half of Bayview’s 18 staff members are bilingual with English, Spanish, Hmong, Lao, and French all being spoken fluently by at least one staff member. Bayview also utilizes a recurring group of interpreters for other languages and to better serve bigger events with larger groups of people.

2. Staff Demographics: Does the staffing of the program reflect the racial and cultural diversity of program participants? If not, what plans do you have to address this?

Bayview makes a point of hiring people who share the lived experience and identities of those living in the community or accessing center services. Of Bayview’s 18 staff, a majority are BIPOC, and roughly 25% are current or former residents of the community. The diversity of staff means each is able to amplify and respond to varying cultural perspectives and to connect in Bayview’s many languages.

**Budget and Funding:**

*You may be asked to submit additional information on agency finances and/or your most recent audit statement.*

1. Project Budget:

<b>BUDGET EXPENDITURES</b>	<b>TOTAL PROJECT COSTS</b>	<b>AMOUNT OF CITY \$ REQUESTED</b>
<b>A. Personnel Costs (Complete Personnel chart below)</b>		
1. Salaries/Wages (show detail above)	\$785441	\$12500
2. Fringe Benefits and Payroll Taxes	\$14947	\$2283
<b>B. Program/Project Costs</b>		
1. Program/Project supplies and equipment	\$7500	\$1500
2. Office Supplies	\$500	\$100
3. Transportation	\$250	\$250
4. Food	\$2000	

BUDGET EXPENDITURES		TOTAL PROJECT COSTS	AMOUNT OF CITY \$ REQUESTED
5.	Other (explain)	\$3000	\$1500
<b>C. Space Costs</b>			
1.	Rent/Utilities/Telephone	\$9400	\$4000
2.	Other (explain)		
<b>D. Special Costs</b>			
1.	Other (explain):	\$8000	\$0
2.	Other (explain):		
<b>D. TOTAL (A + B + C +D)</b>		\$124151	\$22113

2. Additional Information on Budget (if needed):

3. What percentage of total Agency Budget is this project?

11%

4. Other Funding: What other funding do you anticipate pursuing if the project is expected to continue?

Bayview is pursuing a variety of other funding opportunities. We are looking for additional youth programming support from community corporate partners including CUNA Mutual, UW Health, GHC, UW Credit Union and Summit Credit Union. We are also pursuing additional funding from Dane County Human Services to further enhance and support the YAAS program.