



# 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:	Irwin A. and Robert D. Goodman Community Center	Total Amount Requested:	\$ 53,165.24
Program Name:	Young Adult Pilot Project: Prevention through Mentoring		
Brief Program Description:	Pilot project serving young adults ages 19 to 26 through employment-skill building, basketball coaching, and mentoring opportunities.		
Type of Program	<input checked="" type="checkbox"/> New Program <input type="checkbox"/> Program Expansion		
Contact Person:	Lisette Khalil	Email:	lkhalil@goodmancenter.org
EIN and DUNS #	39-1919172 DUNS: 825816002		
Full Address:	214 Waubesa Street, Madison WI 53704	Telephone:	608-204-8016
501 (c) 3 Status:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Fiscal Agent (if applicable)	N/A

**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.

The Goodman Community Center (GCC) is a 501(c)3 nonprofit that has served a diverse group of neighbors, families, and individuals for nearly 70 years. Our two-buildings are located on Waubesa Street in the Schenk-Atwood neighborhood and most of the individuals we serve are North or East-side City of Madison residents. GCC reaches over 40,000 people annually through programs for children and

youth ages 3 to 18, family engagement opportunities, food pantry and meal services, a fitness center and exercise classes, community meeting spaces, and programming for older adults.

Our big-picture shared goal is for a diverse group of Dane County families to experience excellence in programming, where youth gain the confidence and skills to follow their passions and succeed in school and beyond. This work aligns closely with our mission of strengthening lives and securing futures. Our vision is to support a community that's thriving because everyone is valued, feels safe, and has the resources they need to be successful.

GCC has extensive experience serving a diverse group of participants and developing programming that addresses social determinants of health, including violence prevention. Our service and outreach are focused within qualified census tracts near the Goodman campus (census tract #'s 23.01, 24.02, 25.00, 26.01, and 30.02). When comparing Goodman's adolescent participants to the Madison Metropolitan School District's overall population, GCC serves a higher percentage of BIPOC youth (Goodman 70% vs. MMSD 50%), and a higher percentage of youth qualifying for free/reduced lunch (Goodman 60% vs. MMSD 45%). This cohort sometimes experiences challenges and barriers including racism, discrimination, micro-aggressions, and marginalization. Youth have reported significant challenges due to COVID-19 including lack of internet access for virtual learning, classroom closures, mental health diagnoses, and significant illness of family members.

Goodman is a member of the Madison Dane County Violence Prevention Coalition. We are intentional in our role engaging with families and supporting a strong neighborhood as critical components of the larger violence prevention movement.

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.

At Goodman, we reach those who are furthest from resources and opportunities by actively seeking referrals from community partners who serve vulnerable youth and families, by maintaining a physical presence in local schools, and by actively pursuing Diversity Equity & Inclusion education and best practices.

Goodman Community Center's commitment to diversity, equity, inclusion, and accessibility is core to who we are as an organization and the role we play within the community. Our goal is that every participant can see themselves represented on our staff, including our Executive Leadership Team. We have undertaken significant efforts to recruit and retain BIPOC professionals and aim to have authentic engagement with individuals and households of diverse backgrounds. We seek out and value diverse perspectives and treat people with dignity. We make a conscious effort to find the strength in all people and communicate with empathy as we create meaningful connections with individuals and families.

Another aspect of building authentic relationships is practicing trauma-informed care and being cognizant of the role adverse childhood events may have had in a young person's journey. We are experienced serving you who have witnessed violence, experienced the deaths of loved ones, lost a parent in a divorce, or lost a loved one to incarceration. These traumatic experiences, especially at a young age, can have impacts through adolescence and into adulthood.

Our experienced staff understand the complexity of these issues and have a track record of providing quality programming where young people are comfortable. Specifically, youth report feeling safe at Goodman. In annual youth surveys, we hear that “Goodman feels like home.” And “I can just be myself here.” Our diverse team of professionals provides a space where youth see themselves represented and where stressors can be discussed/shared with others. Our team is also skilled in prioritizing youth voice and choice. Youth know that their voice matters, they matter, and they can help control what happens at Goodman. This approach tends to yield great rapport and trust between afterschool staff and young people.

**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.

Goodman Community Center (GCC) is proposing a new pilot project serving young adults ages 19-26 during summer 2023. While GCC has a strong history of providing afterschool and summer programming for youth and teens, programming for young adults are currently a gap in our service continuum. Our Executive Leadership Team is enthusiastic about exploring ways to extend options for engagement after youth graduate from high school and prior to becoming parents and seeking out our childcare services. We appreciate the opportunity to apply for seed funding to pilot this new work at Goodman.

In this pilot project, GCC will recruit, vet, and hire 5 young adult participants as limited term employees in May 2023. The young adults will receive training and mentoring from experienced GCC youth program staff while they learn to mentor youth themselves. As mentors, the young adult participants will build leadership skills and learn about working with youth as a possible career path. Young adults will build new relationships, self-esteem, and interpersonal communication skills.

Young Adult LTEs will participate in weekly basketball sessions at Goodman for Middle School summer program participants, acting as assistant coaches. Basketball workshops will be run by the Madison Mavericks semi-pro basketball team. Young Adult LTEs will be trained to run additional basketball workshops at Goodman between the Mavericks' visits and further engage with youth participants.

Young Adult LTEs will also accompany Goodman's Middle School staff team on program outings, field trips, and activities on the Goodman campus. These will include outdoor activities (fishing, boating, swimming, beekeeping, gardening, etc.) and skill-building activities like STEM projects or cooking club. Young Adult LTEs will continue acting as youth mentors, while also receiving mentoring from Goodman staff at the same time.

The goal of this work is to experiment with a first attempt at incorporating programming for young adults ages 19-26 at Goodman. We believe we can leverage our strengths in relationship building and mentoring to engage a pilot cohort of young adults in a meaningful summer experience. We will survey young adults pre- and post-project to assess confidence and self-efficacy, job skills and work readiness, and progress toward self-reported goals.

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.

Outreach to recruit the 5 young adults for the pilot program will leverage Goodman's existing relationship with Madison College. Roy Boone, Madison College's Associate Head Mens Basketball Coach and former UW-Madison Big Ten All-Conference Athlete, is a supporter of Goodman and has committed to identifying young adults who do not yet have summer employment/school plans. Given the short timeline to carry out this project, we feel it's wise to have a reasonably sized cohort (5 young adults), and to partner with an organization where our target group is already engaging. Mr. Boone will assist our staff in recruiting young adults who have an interest in working with youth, but who currently lack employment experience to secure a position on their own.

If our partnership through Madison College does not yield 5 interested young adults, we will broaden our outreach to other Goodman partners, including other community centers, NESYB basketball, and East High School. Finally, if targeted outreach isn't successful, Goodman's Communications and Marketing Team is ready to assist with strategic social media ads/posts to engage with participants.

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?  
 At the end of the summer, Goodman and the Madison Mavericks will hold a family event in the Goodman gymnasium. Young Adult LTEs will be in attendance and they will be encouraged to invite their family members, significant others, and support system. Because of the age of our pilot cohort (19-26), we anticipate a different type of engagement with family members versus what we would typically see with our school-age participants. Nonetheless, we believe that providing a space for young adults' networks to see them at work and be part of a community celebration will be positive for everyone involved.

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

Skill Development for Young Adults:

- Mentoring training
- Certifications: SafeSport + ServSafe (if young adults have interest in kitchen/food service work)
- Resume writing assistance
- Informational interview & mock interview opportunities
- Weekly feedback and reflection sessions with GCC staff

Community Connectedness:

- Weekly sessions with Madison Mavericks
- Engagement with Coach Roy Boone (Madison College)
- End-of-Summer Community Celebration event
- Mentor relationships with experienced GCC staff (Arthur Morgan, 30+ years' experience in youth services)
  - Daily meals served at Goodman, eaten with youth and staff

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

Activity	Estimated Start and Completion Dates
Planning	4/1/23 to 6/1/23

Activity	Estimated Start and Completion Dates
Orientation	5/15/23 to 6/15/23
Project Launch	6/1/23
Weekly Work with Mavericks & Youth	6/12/23 to 8/18/23
Family End-of-Summer Event	August date TBD
Final Reflection & Exit Interviews	August 2023

**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> Goodman Community Center					
Summer	Daily	6	12 weeks	1:5	5
<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.

N/A

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
Family Advocacy Manager	.25	Supervise participants & serve as point person throughout summer. Coordinate with Youth Team colleagues to integrate young adults seamlessly into summer youth activities.
Young Adult LTE Employees	3.75	Support basketball clinics and youth activities with Goodman youth (5 young adults, averaging 30 hours/week = 150 hours per week)
Director of Youth Development	0.15	Oversee project & conduct goal setting/monitoring meetings with youth
Assistant Director Youth & Community Development	0.2	Supervise Family Advocacy Manager. Interact with young adults daily as a secondary support and mentor.
Director Mission Impact	0.05	Program evaluator. Rapid-cycle evaluation to determine success of pilot project and lessons learned
Director of Grants Administration	0.05	Support participants via resume reviews, mock interviews, and coordination of SafeSport registrations.

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>	Young adult participants will earn job-specific certification(s).			
<b>Performance Standard</b>	<b>Targeted Percent</b>	80%	<b>Targeted Number</b>	4
	<b>Actual Percent of Actual Total Enrollees</b>		<b>Actual Number</b>	
<b>Measurement Tool(s) and Comments:</b> We will offer certification opportunities including SafeSport, ServSafe, and others as needed.				

<b>Outcome Objective #2</b>	Young adults will complete summer work experience program.			
<b>Performance Standard</b>	<b>Targeted Percent</b>	80%	<b>Targeted Number</b>	4
	<b>Actual Percent of Actual Total Enrollees</b>		<b>Actual Number</b>	
<b>Measurement Tool(s) and Comments:</b> Attendance records, supervisor reports, and youth survey. Young adults will attend regularly because they have built strong relationships with Goodman staff and youth mentees.				

<b>Outcome Objective #3</b>	Young adults will share lessons learned and suggestions for future program expansion to serve more 19 to 26 year olds.			
<b>Performance Standard</b>	<b>Targeted Percent</b>	100%	<b>Targeted Number</b>	5
	<b>Actual Percent of Actual Total Enrollees</b>		<b>Actual Number</b>	
<b>Measurement Tool(s) and Comments:</b> End-of-Summer survey and exit interviews.				

**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.

Goodman Community Center has a strong capacity to provide a culturally relevant experience for all participants. Our programs currently demonstrate our commitment to inclusion in a number of ways. For example, Goodman's Food Pantry shelf labeling is in 5 languages to welcome a diverse group of shoppers. Our hearing-impaired staff have access to ASL interpreters for large group meetings and discussions. Goodman's Early Childhood Education program compiled a book of family traditions shared by participants and staff highlighting the different ways that we celebrate holidays and enjoy family time. These are just a few examples of the ways each Goodman program provides relevant and age-appropriate ways for authentic engagement.

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?

Yes. The majority of both Goodman's staff and youth participants identify as BIPOC. Specifically, within the LOFT Youth Services team that would run this project, our staff team very closely reflects the diversity of our participants: 77% of adult staff and 83% of youth identify as BIPOC.

Our goal is that every participant can see themselves represented on our staff, including our Executive Leadership Team. We have undertaken significant efforts to recruit and retain BIPOC professionals and aim to have authentic engagement with individuals and households of diverse backgrounds.

**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)	\$47,915.70	\$45,708.90

BUDGET EXPENDITURES		TOTAL PROJECT COSTS	AMOUNT OF CITY \$ REQUESTED
2.	Fringe Benefits and Payroll Taxes	\$7,187.36	\$6,856.34
<b>B. Program/Project Costs</b>			
1.	Program/Project supplies and equipment	\$675	\$600
2.	Office Supplies	\$150	0
3.	Transportation	\$250	0
4.	Food	\$500	
5.	Other (explain) End of Summer Family Event/Celebration	\$750	0
<b>C. Space Costs</b>			
1.	Rent/Utilities/Telephone	N/A	0
2.	Other (explain)	N/A	0
<b>D. Special Costs</b>			
1.	Other (explain):	N/A	0
2.	Other (explain):	N/A	0
<b>D. TOTAL (A + B + C +D)</b>		\$57,428.06	\$53,165.24

2. Additional Information on Budget (if needed):  
N/A

3. What percentage of total Agency Budget is this project?  
1%

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

If our pilot project is successful and we decide to pursue longer-term programming for young adults, we would begin conversations with potential funders where we have existing relationships. Examples may include Madison Community Foundation, CUNA Mutual Foundation, Old National Bank Foundation, American Family, and/or the Evjue Foundation.

Thank you for your time and consideration!