



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:	Long Overdue Counseling and Mentorship Services	Total Amount Requested:	\$ 160,000
All program(s) connected to your organization:	Program Name: Crisis and Mentor Services Amount Requested: \$ 80,000 Applicant Type: Single Agency Application Program Type: Community-Based Individual and Family Support Services List Program Partner(s) (if applicable):		
	Program Name: Prevention Services Amount Requested: \$ 30,000 Applicant Type: Single Agency Application Program Type: Building Community & Stabilization: YOUTH List Program Partner(s) (if applicable):		
	Program Name: Community Advocacy (Adults and Family) Amount Requested: \$ 30000 Applicant Type: Single Agency Application		

	Program Type: Building Community & Stabilization: ADULT & FAMILY		
	List Program Partner(s) (if applicable):		
	Program Name: Crisis Coordination Applicant Type: Single Agency Application Program Type: 24/7 Helpline List Program Partner(s) (if applicable):		
	Amount Requested: \$ 20000 <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):	Dr. Mark Long, DSW	Email: mark@longoverduehelp.org	
Organization Address:	2937 Hermina Street, Madison, WI 53704	Telephone:	262-269-4105
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).

 Long Overdue Counseling and Mentorship Services was established in 2023. We received our tax exempt status this year as we are looking to build out prevention/crisis services for vulneabrle communitues at risk of losing medicaid, rural support, mental health service access, and overall housing stability. Our plan is to serve all ages 18 and up while prioritizing LGBTQ+, low-income families, and communitues of color that need advocacy and mentorship in navigating resources and access to mental health support. Services for this community are long overdue and non clinical which makes them more accessible. Services will be avaiable virtually and in person (the community). Other prevention includes AODA, abuse, and access to community support i.e. housing, food, vouchers, etc.
- 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.

Mark Long has implemented programs throughout his career. Long Overdue is a start up non-profit so this will be a new venture. Our CEO has led homelessness prevention services before at OutReach LGBTQ+ and continued work at FLYY and through other opportunities (intended for future partnership). Our organization is positioned to provide well rounded gender affirming support 24/7 with on-going affinity groups that will connect individuals with others while we adapt to new technological advantages in the human service field. We have a crisis line established as well as office equipment that will allow full access and attention to serving many members of the Madison community. Close coordination with local agencies will be on-going.

3. **Describe any significant changes or shifts at your agency in the past two years:** This may include changes in leadership, turnover of management positions, strategic planning efforts, or expansion/loss of funding and/or staff. Please describe how these changes may impact your agency's ability to provide the proposed services. If there are no changes to the report, write "No Changes."
No changes.
4. **Describe any anticipated changes or shifts at your agency in the next two years.** Please describe how these changes may impact your agency's ability to provide the proposed services. If there are no changes to the report, write "No Changes."
No changes.
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.).
Mandated reporter training, trauma informed care, crisis intervention, and motivational interviewing.

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.**

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

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

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

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Part 2 - Program Narrative Form

Program Name:	#1 Mentorship Services (Prevention for Youth & Adults) includes 24/7 Crisis Hotline	Total Amount Requested for this Program:			\$ 100,000
Legal Name of Organization:	Long Overdue Counseling and Mentorship Services	Total amount Requested for Lead/Single Applicant			\$ 100,000
Legal Name of Partner(s) (Joint/Multi-Agency Applicants only):	N/A	Total Amount Requested for Partner 1:			\$ 0
	N/A	Total Amount Requested for Partner 2:			\$ 0
	N/A	Total Amount Requested for Partner 3*:			\$ 0
Program Contact: Lead Organization Contact	Dr. Mark Long, DSW	Email:	mark@longoverduehelp.org	Phone:	262-269-4105
Program Type: Select ONE Program Type for this form.					
<input checked="" type="checkbox"/> Crisis Intervention Support Services: 24/7 Helpline <input type="checkbox"/> Crisis Intervention Support Services: Shelter Services <input 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.

Based on data from Wisconsin Family Ties out in Verona, over 1 million adults in Wisconsin live with a mental health condition which 4x the population of Madison, WI. Emergency mental health services are unevenly distributed, with rural counties often underserved. Families report needing wraparound services, emotional support, and judgment-free (& affirming) advocacy. Additionally, rural communities face unique challenges that increase the need for mental health services. Rural areas out of the main cities in Wisconsin consistently add to the higher suicide rates compared to the urban areas, especially among farmers and adolescents. Limited access means fewer mental health professionals, long distance traveling, and stigma around small town support. Many rural hospitals lack the staff and infrastructure to provide consistent behavioral health services Programs like the Farmer Angel Network and 4-H mental health training highlight the emotional toll of farm life, including financial stress, isolation, and lack of peer support. LOCMS is positioned to provide immediate support to communities in need while also working towards preventative care by meeting people where they are. Hours of operation will be flexible 7 days a week. Additionally, crisis helpline will be available 24/7 in an effort to support client/consumer availability.

Urgency and Rationale for LOCMS Services

Long Overdue Counseling and Mentorship Services are urgently needed in Dane County and surrounding rural communities due to the increasing threats to low-income and LGBTQ+ individuals with the anticipated reduction in rural mental health support. In 2025 alone, over 600 anti-LGBTQ+ bills were introduced across the U.S., many targeting transgender youth, gender-affirming care, and inclusive education. These legislative efforts have contributed to a rise in discrimination, isolation, and mental health crises among LGBTQ+ individuals, particularly in areas with limited access to affirming services.

Simultaneously, Medicaid cuts expected over the next two years will disproportionately affect rural communities, where Medicaid is often the primary source of mental health funding. These cuts will reduce access to behavioral health services, close clinics, and increase out-of-pocket costs for families already facing economic hardship. LGBTQ+ individuals, who are more likely to rely on Medicaid due to systemic barriers, will be especially vulnerable as states restrict coverage for gender-affirming care and culturally competent services.

LOCMS directly addresses these gaps by offering trauma-informed, gender-affirming mentorship, peer support groups, restorative mediation, and a 24/7 crisis hotline. The program's hybrid model—combining virtual access with community-based meeting spaces—ensures that services are accessible regardless of geography. Mentors and staff are trained in cultural humility, mandated reporting, and crisis intervention, and are supported by secure digital platforms that track engagement and outcomes.

By providing immediate, inclusive, and scalable support, LOCMS aligns with Dane County's crisis prevention goals and offers a proactive solution to the growing mental health disparities affecting LGBTQ+ individuals in rural and underserved areas.

Supporting Websites and Resources

- Movement Advancement Project – LGBTQ+ in Rural America
<https://www.lgbtmap.org/file/lgbt-rural-report.pdf>
- Family Equality – LGBTQ+ Families Fact Sheet
<https://familyequality.org/wp-content/uploads/2021/01/LGBTQ-Families-2020-Sheet-Final-clean-version.pdf>
- GLSEN – National School Climate Survey
https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf
- National Coalition for the Homeless – LGBTQ+ Homelessness
<https://nationalhomeless.org/lgbtq-homelessness/>
- The Trevor Project – LGBTQ+ Youth in Rural U.S.
<https://www.thetrevorproject.org/research-briefs/the-mental-health-and-experiences-of-lgbtq-young-people-in-the-rural-us/>
- Florida Law Review – Rural Resentment and LGBTQ Equality
<https://scholarship.law.ufl.edu/flr/vol71/iss4/1/>
- American Farm Bureau Federation – Rural Mental Health
https://www.fb.org/files/Farmer_and_Rural_Mental_Health_AFBF.pdf
- WICHE – Rural Mental Health Workforce Report
https://www.wiche.edu/wp-content/uploads/2024/05/WCE_RuralMentalHealth_050824_FullDoc.pdf

- 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?
- Long Overdue Counseling and Mentorship Services (LOCMS) aims to expand access to supportive care and prevent crises by meeting individuals in Madison—especially those in underserved rural and urban communities—where they are. Our mission is to address the growing mental health needs of adults and youth by offering culturally responsive, community-rooted crisis and prevention services that foster resilience, connection, and empowerment.

Current data shows that rural communities in Wisconsin face disproportionately high rates of suicide, limited access to mental health professionals, and systemic barriers to care. Families in Madison also struggle with fragmented services, delayed interventions, and a lack of culturally relevant support. LOCMS is committed to bridging these gaps through upstream solutions that promote long-term well-being and community stability.

LOCMS Will:

- Enhance community connectedness through peer-led support and outreach
- Promote long-term well-being by addressing root causes of crisis such as isolation, poverty, and trauma
- Improve awareness and access via culturally relevant outreach and support groups
- Offer multilingual workshops and materials to ensure inclusivity and accessibility
- Build trust through lived experience and authentic community relationships
- Provide mentorship, job readiness, and leadership development for youth and adults

- Employ staff who reflect the communities served, ensuring representation and relatability

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.

Long Overdue Counseling and Mentorship Services (LOCMS) Mentorship Program and 24/7 hotline are designed to serve as a proactive, community-rooted buffer between individuals and immediate crisis. By fostering strong, trust-based relationships, the program aims to reduce risk factors and build resilience among youth and adults in Madison.

Program Purpose:

To prevent crises before they escalate by offering consistent, culturally responsive mentorship that meets individuals where they are—emotionally, socially, and geographically.

Expected deliverables:

- Mentors as Crisis Buffers: Trained staff and mentors—many with lived experience—will serve as first-line supports, helping individuals navigate challenges before they reach a crisis point. This includes emotional regulation, conflict resolution, and connecting participants to appropriate services.
- Mentorship will be built on long-term, trust-based relationships that foster stability, accountability, and hope. These connections are proven to reduce isolation, anxiety, and impulsive behaviors.
- Mentors will be embedded in neighborhoods and community hubs, making support accessible and familiar. This approach reduces stigma and increases engagement.
- Participants will receive guidance in job readiness, leadership development, and life skills, helping them build confidence and agency.
- Services will be offered in multiple languages and tailored to reflect the cultural identities of the communities served, ensuring inclusivity and relatability.

Impact Goals:

- Reduce emergency service usage and hospitalization rates
- Increase early intervention and engagement in supportive services
- Strengthen community connectedness and protective factors
- Empower individuals to become peer leaders and mentors themselves

Incorporating this with a 24/7 crisis line will be intentional at minimizing at risk behaviors across the Madison community while advocating for mental health treatment. At times, people will struggle with determining urgency. We will partner with a few local programs to ensure there is additional support for those experiencing psychosis or any other severe mental illness. Our proposed outcomes will be beneficial as we position ourselves as resource providers, peer support, and relationship builders while also being advocates and crisis workers.

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?

All ages and all identities (prioritizing families, adults, and low-income)

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.

N/A We are a start up

Race	# of Participants	% of Total Participants
White/Caucasian		
Black/African American		
Asian		
American Indian/Alaskan Native		
Native Hawaiian/Other Pacific Islander		

Multi-Racial		
Balance/Other		
Total:		
Ethnicity		
Hispanic or Latino		
Not Hispanic or Latino		
Total:		
Gender		
Man		
Woman		
Non-binary/GenderQueer		
Prefer Not to Say		
Total:		

Comments (optional):

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

The LOCMS Mentorship Program is committed to ensuring that language is never a barrier to care.

Recognizing the diversity of Madison's population, the program will offer multilingual mentorship services that are culturally and linguistically tailored to meet the needs of non-English speaking individuals and families.

Key Strategies:

- LOCMS will recruit and train mentors who are fluent in languages commonly spoken in Madison's immigrant and refugee communities, including Spanish, Hmong, Arabic, and others. These mentors will serve as cultural liaisons, helping participants feel understood and respected.
- All program materials—including intake forms, workshop content, and crisis prevention guides—will be available in multiple languages. Workshops will be conducted in participants' preferred languages to ensure full engagement and comprehension.
- LOCMS will host support groups that reflect the cultural values and lived experiences of non-English speaking communities. These groups will provide safe spaces for sharing, healing, and building community resilience.
- Multilingual mentors will act as trusted intermediaries between individuals and formal crisis services. By offering early support and guidance in the participant's native language, mentors can help de-escalate situations and connect individuals to appropriate resources before a crisis occurs.
- LOCMS will collaborate with local cultural organizations and faith-based groups to ensure outreach is effective and respectful. These partnerships will help build trust and expand access to services.

- 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.

Recruitment will occur on an on-going basis. However, recruitment will be done through our website, at local agencies (FLYY/OutReach/Chrysalis, etc), and through door to door grass roots advocacy. Partnerships are in place but will require additional efforts of tabling and coming to community events such as Pride, Taste of Madison, and many others.

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?

We are a virtual based program that will come to clients and homes in the community. We will also provide opportunity for meeting space at a faith-based affirming church entitled First Baptist led by Pastor Tim Schaefer.

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).

The LOCMS Mentorship Program intake process is designed to be welcoming, accessible, and trauma-informed, ensuring individuals feel safe and supported from the very beginning.

Step 1: Initial Inquiry

Individuals can express interest in mentorship through:

Community outreach events

Referrals from schools, clinics, or partner organizations

LOCMS website or phone line

Step 2: Intake Interview

A trained LOCMS staff member conducts a brief intake interview, either in person, virtually, or by phone.

The interview includes:

Basic personal information

Preferred language and cultural background

Areas of interest (e.g., emotional support, job readiness, leadership)

Current challenges or goals

Availability and preferred communication method

Step 3: Language & Cultural Matching

LOCMS prioritizes language access and cultural relevance:

Intake forms and interviews are available in multiple languages

Individuals are matched with mentors who speak their preferred language and understand their cultural context

Step 4: Mentor Assignment

Based on the intake interview, LOCMS assigns a mentor who:

Shares lived experience or cultural background

Has training in trauma-informed care and crisis prevention

Can serve as a buffer between support and crisis, offering early intervention and consistent guidance

Step 5: Orientation & Support Plan

The mentor and participant meet to:

Review expectations and boundaries

Co-create a Support & Empowerment Plan tailored to the participant's goals

Identify potential risk factors and strategies for crisis prevention

Step 6: Ongoing Engagement

Mentors maintain regular contact through check-ins, group sessions, and workshops

Participants can adjust their support plan as needed and access additional LOCMS services.

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.).
Helpline, mentorship 1:1s, community advocacy, career readiness classes, support groups

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.

Our Mentorship program and crisis helpline is grounded in evidence-based research and community engagement, aligning directly with Dane County's goals for crisis prevention and mental health equity. Dr. Long conducted a thematic analysis of data collected through focus groups, social worker interviews, and a community survey revealed persistent gaps in support for LGBTQ+ individuals—particularly in rural and small-town communities—where discrimination, isolation, and lack of affirming services contribute to elevated risks of mental health crises, homelessness, and suicidality.

According to the Movement Advancement Project (MAP), between 2.9 and 3.8 million LGBTQ+ individuals live in rural America, representing approximately 5% of the rural population. Despite this presence, rural communities often lack inclusive policies, affirming services, and culturally competent care. LGBTQ+ youth in these areas face higher rates of bullying, victimization, and mental health challenges compared to their urban peers (Kosciw et al., 2018; Rand & Paceley, 2022). The National Coalition for the Homeless reports that LGBTQ+ youth are 120% more likely to experience homelessness than their non-LGBTQ+ peers, often due to family rejection and lack of community support.

LOCMS addresses these disparities through a trauma-informed, gender-affirming model that includes one-on-one mentorship, LGBTQ+ support groups, restorative mediation, and a 24/7 crisis hotline. The program's virtual-first approach ensures accessibility across geographic boundaries, while partnerships with local nonprofits and affirming faith communities (e.g., First Baptist Church led by Pastor Tim Schaefer) provide safe spaces for in-person engagement. Mentors are trained in cultural humility (Danso, 2018), crisis intervention, and mandated reporting, ensuring ethical and responsive care.

The program's infrastructure—including secure digital platforms, a client portal for scheduling and data tracking, and funding for mentor-led community support—reflects a modern, scalable approach to service delivery. By collecting and analyzing participant data, LOCMS will inform the development of a future counseling program, expanding services beyond peer support and contributing to long-term community stabilization.

In alignment with Dane County's crisis prevention priorities, LOCMS offers a proactive, inclusive, and evidence-informed solution to address the mental health needs of marginalized populations, particularly LGBTQ+ youth and families in underserved areas.

Evidenced Base resoruces used:

Andrilla, C. H. A., Patterson, D. G., Garberson, L. A., Coulthard, C., & Larson, E. H. (2018). Supply and distribution of the behavioral health workforce in rural America. WWAMI Rural Health Research Center. Retrieved from https://www.wiche.edu/wp-content/uploads/2024/05/WCE_RuralMentalHealth_050824_FullDoc.pdf

American Farm Bureau Federation. (2020). Farmer and Rural Mental Health. Retrieved from https://www.fb.org/files/Farmer_and_Rural_Mental_Health_AFBF.pdf

Boso, D. (2019). Rural resentment and LGBTQ equality. *Florida Law Review*, 71(4). Retrieved from <https://scholarship.law.ufl.edu/flr/vol71/iss4/1/>

Danso, R. (2018). Cultural competence and cultural humility: A critical reflection on key cultural diversity concepts. *Journal of Social Work*, 18(1), 9–20. Retrieved from <https://psycnet.apa.org/record/2018-34641-003>

Fadel, L. (2019). LGBTQ Families Fact Sheet. Family Equality. Retrieved from <https://familyequality.org/wp-content/uploads/2021/01/LGBTQ-Families-2020-Sheet-Final-clean-version.pdf>

Kosciw, J. G., Greytak, E. A., Zongrone, A. D., Clark, C. M., & Truong, N. L. (2018).

The 2017 National School Climate Survey. GLSEN. Retrieved from https://www.glsen.org/sites/default/files/2020-10/NSCS-2019-Full-Report_0.pdf

National Coalition for the Homeless. (2020). LGBTQ Homelessness. Retrieved from <https://nationalhomeless.org/lgbtq-homelessness/>

Rand, J., & Paceley, M. S. (2022). The mental health and experiences of LGBTQ young people in the rural U.S. The Trevor Project. Retrieved from <https://www.thetrevorproject.org/research-briefs/the-mental-health-and-experiences-of-lgbtq-young-people-in-the-rural-us/>

Sanz López, J. (2018). Misrepresentation and binarism in LGBTQ media portrayals. Journal of Homosexuality, 65(4), 456–472. Retrieved from <https://sci-hub.st/10.1080/00918369.2017.1390812>

Scher, D. (2019). Where We Call Home: LGBT People in Rural America. Movement Advancement Project. Retrieved from <https://www.lgbtmap.org/file/lgbt-rural-report.pdf>

The Trevor Project. (2022). Conversion Therapy and LGBTQ Youth. Retrieved from <https://www.thetrevorproject.org/research-briefs/conversion-therapy-and-lgbtq-youth/>

- C. Program/Service Schedule and Location: Please fill out the charts below to describe the schedule for your proposed program or service, including days and hours that services, classes, workshops, or other activities will be operating (if your staff operates during varied hours, please give your best overview of when your staff are interacting with clients).
- If your program operates at **multiple locations** with the **same schedule**, please list all locations TOGETHER in **TABLE 1** and include the schedule of operation
 - If your program operates at **multiple locations** with **different schedules**, use **TABLE 2** in addition to table 1 to detail each location's unique schedule
 - If you are submitting a **JOINT/MULTI-AGENCY** application:
 - Use **TABLE 1**, if the service operates at **multiple locations** with the **same hours** (Please list all locations)
 - Use **TABLE 2**, in addition to table 1, if the service is operating at **multiple locations** with **different hours**

Table 1:

PROGRAM LOCATION(s):		
Day of the Week	Start Time	End Time
Monday	8:00 AM	8:00 PM
Tuesday	8:00 AM	8:00 PM
Wednesday	8:00 AM	8:00 PM
Thursday	8:00 AM	8:00 PM
Friday	8:00 AM	8:00 PM
Saturday	9:00 AM	2:00 PM
Sunday	9:00 AM	2:00 PM

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

Table 2: (Optional/if needed)

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

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

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

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.

Our programs will engage families in crisis through a multi-layered approach that prioritizes accessibility, responsiveness, and measurable impact. Families will be referred through partnerships with Dane County Human Services and other community-based organizations, ensuring that those most in need are connected to timely support. For example, OutReach LGBTQ, Forward Learning Youth and Young Adults, Chrysalis, and much more partners. Services are not CCS but we will support with openness as a community-based organization that helps with reducing risk factors through advocacy.

Upon entry into the program, each family or individual will undergo a comprehensive intake assessment to identify immediate needs, risk factors, and service gaps. From there, they will be invited to participate in weekly online support groups facilitated by licensed professionals and trained peer mentors. We have meeting spaces available across the community that can assist in supporting those that need assistance or a safe location to be engaged. We will assist with this. Furthermore, virtual gatherings will provide a safe space for sharing, learning, and healing, while also fostering community and resilience.

In addition to group support, families will be matched with advocates and mentors who have lived experience navigating similar crises. This peer support network will serve as a bridge between professional services and everyday lived realities, offering guidance, empathy, and practical strategies for coping.

To address acute situations, the program will implement crisis diffusion activities such as de-escalation coaching, a 24/7 crisis hotline, emergency resource navigation, and family stabilization planning. These interventions are designed to reduce immediate stressors and prevent escalation, while connecting families to

longer-term resources. Travel may be a concern. However, we will help with finding services and community resources to eliminate travel as a barrier for folks in the Madison area.

Success will be measured through both quantitative and qualitative methods. Metrics will include the number of families served, frequency of engagement, referrals made to Dane County services, and the time it takes to resolve crises. Participant feedback, mentor observations, and case studies will provide deeper insight into the program’s effectiveness. Evaluation tools such as pre- and post-engagement assessments and standardized well-being scales will be used to track progress and inform ongoing improvements.

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

The need for Long Overdue Counseling and Mentorship Services (LOCMS) is deeply rooted in the lived realities of families across Madison’s east side neighborhoods, surrounding suburbs, and the broader city. These communities have long faced systemic challenges related to access, equity, and continuity of care—particularly for families in crisis who require immediate and sustained support. The fragmentation of services and limited digital infrastructure have created barriers that LOCMS is uniquely positioned to address.

Dr. Mark V. Long brings a wealth of experience and insight to this initiative, having built strong relationships within these communities through years of direct engagement. His work has fostered trust and collaboration with local stakeholders, making him a vital connector between families and service providers. This foundation of community engagement ensures that LOCMS will not only complement existing resources but also enhance their reach and effectiveness.

Dr. Long’s dissertation research further underscores the relevance of this program. His study examined the roles of key support organizations such as FLYY, Outreach, Journey Mental Health, and NAMI Dane County. Through this research, he identified critical gaps in service delivery—particularly in the areas of digital access, crisis response, and peer support. LOCMS is designed to bridge these gaps by integrating modern approaches to service delivery, including online support groups, virtual mentorship, and digital resource navigation.

By aligning with Dane County services and leveraging community relationships, LOCMS will offer a responsive, scalable, and culturally attuned model that reflects the evolving needs of families in crisis today.

- 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)?

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

N/A

How do these partnerships enhance this proposal?

n/A

What are the decision-making agreements with each partner?

n/A

- 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?

Our programs will offer a comprehensive suite of resources designed to meet families and young adults where they are emotionally, culturally, and digitally accessible. At the heart of the program are individualized mentorship sessions, where participants will engage in one-on-one guidance with trained mentors who provide consistent, trauma-informed support. These sessions are tailored to address personal challenges, build resilience, and foster long-term stability.

Recognizing the unique needs of LGBTQ+ individuals and their families, LOCMS will host dedicated support groups that create affirming spaces for dialogue, healing, and connection. These groups will be facilitated by professionals and peer mentors with lived experience, ensuring that participants feel seen, heard, and supported.

In moments of heightened tension or conflict, LOCMS will offer mediation services to help families navigate interpersonal challenges and rebuild trust. These sessions will be grounded in restorative practices and culturally responsive frameworks, promoting resolution and emotional safety.

Beyond immediate support, LOCMS is committed to long-term impact. The program will incorporate data collection and analysis to evaluate outcomes and identify emerging needs. This evidence base will inform the development of a future counseling program—expanding the scope of services beyond peer mentorship and opening a new avenue of professional therapeutic support. By integrating digital tools and online access, LOCMS ensures that services are not only accessible but also scalable, reflecting a modern approach to community care.

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

Our programs will deliver a comprehensive and responsive set of services aimed at stabilizing families in crisis and preventing harm to oneself or others. At the core of the program are individualized mentorship sessions, with each participant engaging in a minimum of three one-on-one meetings within the first two months of enrollment. These sessions will be facilitated by trained mentors, supported by supervisors, and documented through a secure digital system to ensure quality and consistency.

To further support emotional safety and inclusion, LOCMS will host weekly LGBTQ+ support groups for both young adults, individuals, and their families. These groups will be led by advocates and peer mentors with lived experience, and guided by clinical supervisors to ensure affirming, culturally responsive care.

In moments of acute distress, LOCMS will provide mediation services to help families navigate conflict and rebuild trust. These sessions will be grounded in restorative practices and trauma-informed approaches, with follow-up plans to support long-term resolution.

A critical component of the program is the 24/7 crisis hotline, which will offer immediate access to trained staff for individuals experiencing emotional distress, suicidal ideation, or potential harm to themselves or others. This hotline will serve as a lifeline for community stabilization, ensuring that help is available at any hour and that crises are diffused before escalation.

To support future expansion, LOCMS will implement a structured data collection framework. Intake assessments, session logs, and participant surveys will be gathered from at least 100 individuals, forming the foundation for a future counseling program that expands services beyond peer support. This data will be analyzed to identify trends, service gaps, and opportunities for professional therapeutic intervention.

The program's infrastructure will include a dedicated team of advocates, mentors, and supervisors, all working under the strategic oversight of the CEO and program lead. This leadership will ensure fidelity to the

program model, guide continuous improvement, and maintain alignment with community needs and county service goals.

B. Program Outcomes

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

Please see outcomes listed below.

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: 80% of consumers will report adequate resources and access to services that are gender-affirming, prevention-based, and intended for long-term relationship building with other community organizations.				
Performance Standard	Targeted Percent	80%	Targeted Number	80 out of 100 clients
	Actual Percent	85%	Actual Number	85 out of 100 clients
Measurement Tool(s) and Comments: Pre-post program surveys				
Methodology: Participants will complete pre- and post-program surveys assessing their access to gender-affirming and preventative services. Surveys will include questions about perceived inclusivity, relevance of services, and connection to community organizations. Data will be analyzed quarterly to track progress and identify areas for improvement. Focus groups will supplement survey data to provide qualitative insights into relationship-building outcomes.				

Outcome Objective #2: 75% of participants will engage in at least three one-on-one mentorship sessions within the first two months of enrollment, demonstrating consistent engagement and trust-building. We will propose that 50 out of 100 clients are enrolled into mentorship services with a mentor while the other half utilizes support groups and crisis related services.				
Performance Standard	Targeted Percent	75%	Targeted Number	38 out of 50 clients
	Actual Percent	80%	Actual Number	45 out of 50 clients
Measurement Tool(s) and Comments: Session attendance tracked through digital tools and platform				

Methodology: Mentorship session attendance will be tracked through a secure digital platform. Engagement metrics will include frequency, duration, and participant feedback. Mentors will submit session summaries and progress notes, which will be reviewed monthly to assess consistency and depth of engagement. This data will inform mentor training and support strategies.

Outcome Objective #3: By the end of the first program year, LOCMS will collect and analyze data from at least 50-100 participants to inform the development of a future counseling program, expanding services beyond peer support.

Performance Standard	Targeted Percent	85%	Targeted Number	85 out of 100
	Actual Percent	95%	Actual Number	95 out of 100

Measurement Tool(s) and Comments: Session logs, intake assessments, surveys, and online tracking tools that collect demographic information (voluntarily)

Methodology: A structured data collection framework will be implemented, including intake assessments, session logs, participant surveys, and outcome tracking tools. Data will be anonymized and analyzed to identify trends in service needs, barriers to access, and areas where professional counseling could enhance outcomes. Findings will be compiled into a program development report to guide the launch of a formal counseling initiative.

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?

To ensure seamless coordination, accountability, and secure service delivery, Long Overdue Counseling and Mentorship Services (LOCMS) will utilize a suite of nonprofit-friendly digital platforms. Monday.com will serve as the central project management tool, allowing staff to track mentorship sessions, support group schedules, and crisis interventions in real time. Zefity will be used to manage financial tracking and budgeting for families and youth engaged in the program, promoting transparency and empowerment. Microsoft Outlook Teams will facilitate internal communication among mentors, advocates, supervisors, and leadership, ensuring timely collaboration and oversight. All participant data and service documentation will be stored in a secure online database, compliant with privacy standards and accessible only to authorized personnel. This digital infrastructure will support the program's commitment to modern, accessible, and accountable service delivery.

In addition, LOCMS will implement a Client Portal to facilitate scheduling and documentation for both individual mentorship sessions and group support activities. Through this portal, participants will be able to access appointment details, receive reminders, and communicate securely with mentors and advocates. The portal will also serve as a data collection hub, tracking frequency of engagement, session attendance, and service outcomes. This infrastructure ensures that LOCMS remains responsive, organized, and data-informed, while maintaining the highest standards of privacy and accessibility.

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)
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Mentor 0.25 FTE (2)		Enrolled in college/trauma informed through UWGB	Madison, WI or surrounding community preferred.
Mentorship Services (supervisor-part time .5)		Bachelors degrees or enrolled in college/trauma informed through UWGB	Madison, WI area
Intern		Enrolled in Social Work program interested in CBO/peer support	Dane county preferred
Program Lead and Crisis Coordinator (CEO)		Doctorate in Social Work; experience mentoring and teaching students	Madison, WI

- B. Volunteers: Describe your process for screening, training, and supervising volunteers who will have direct contact with program participants.

To ensure high-quality, ethical, and culturally responsive service delivery, LOCMS will implement a structured training process for all volunteers, staff, and mentors. Each team member will complete a comprehensive onboarding program that includes a training manual focused on cultural humility, emphasizing respect for diverse identities and lived experiences. Trauma-informed care will be a core component of the training, equipping staff with the skills to recognize and respond to trauma in ways that promote healing and safety. Crisis intervention training, offered through state-certified programs, will prepare the team to manage situations involving potential harm to oneself or others, with a strong emphasis on de-escalation and stabilization. All personnel will also be required to complete mandated reporter training to ensure compliance with state laws and the protection of vulnerable individuals. Ongoing professional development will be provided through workshops, supervision, and peer learning sessions, reinforcing LOCMS's commitment to excellence, accountability, and community trust.

- 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.

While Long Overdue Counseling and Mentorship Services (LOCMS) is primarily a virtual organization, access to physical meeting space will not be a barrier to service delivery. LOCMS has established relationships with local nonprofits and faith-based organizations, including First Baptist Church led by openly gay Pastor Tim Schaefer, which has generously offered space for in-person sessions and community gatherings. These partnerships ensure that when in-person engagement is needed—whether for mentorship, support groups, or crisis mediation—safe and affirming environments are readily available. At the same time, LOCMS is committed to ensuring that all participants have reliable online access. The program will provide digital support and connectivity resources to families and mentors as needed, ensuring equitable participation across all services. Mentors will also receive funding to assist with community-based support, including transportation, outreach, and resource navigation. Sessions are not limited by time or location, but rather guided by the principles of access, connection, and responsiveness to individual and family 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.
No conflicts on interest

B. Disclosure of Contract Failures, Litigations

Disclose any alleged significant prior or ongoing contract failures, contract breaches, any civil or criminal litigation.
No contract failures or issues

APPLICATION FOR 2025 CRISIS INTERVENTION AND PREVENTION SERVICES PROGRAMS

1. ORGANIZATION CONTACT INFORMATION

Legal Name of Organization	Long Overdue Counseling and Mentorship Services
Mailing Address	2937 Hermina Street, Madison, WI 53704
Telephone	262-269-4105
FAX	
Director	Dr. Mark Long
Email Address	mark@longoverduehelp.org
Additional Contact	Tenisia Adams (Board President)
Email Address	tenisia@longoverduehelp.org
Legal Status	Private: Non-Profit
Federal EIN:	92-2790080

2. PROPOSED PROGRAMS

	2026	If currently City funded	
Program Name:	Letter	Amount Requested	2025 Allocation
24/7 Crisis Hotline	A	\$30,000	n/A
Contact:		mark@longoverduehelp.org	
Building Community & Stabilization -	B	\$30,000	
Contact:		mark@longoverduehelp.org	
Building Community & Stabilization -	C	\$30,000	
Contact:		mark@longoverduehelp.org	
Community Based Individual & Family	D	\$80,000	
Contact:		mark@longoverduehelp.org	
	E		
Contact:			
TOTAL REQUEST		\$170,000	

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 cost.

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

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

3. SIGNATURE PAGE**AFFIRMATIVE ACTION**

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

CITY OF MADISON CONTRACTS

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

INSURANCE

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

4. SIGNATURE

Enter name:

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

DATE

INITIALS:

If costs.

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ies.

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	POVERTY	R/POV**
					Percent	Percent	Percent
TOTAL	5	100%	1	100%			
GENDER							
MAN	2	40%	1	100%			
WOMAN	2	40%	0	0%			
NON-BINARY/GENDERQUEER	1	20%	0	0%			
PREFER NOT TO SAY		0%	0	0%			
TOTAL GENDER	5	100%	1	100%			
AGE							
LESS THAN 18 YRS	0	0%	0	0%			
18-59 YRS	5	100%	1	100%			
60 AND OLDER	0	0%	0	0%			
TOTAL AGE	5	100%	1	100%			
RACE							
WHITE/CAUCASIAN	2	40%		0%	80%	67%	16%
BLACK/AFRICAN AMERICAN	2	40%	1	100%	7%	15%	39%
ASIAN		0%		0%	8%	11%	28%
AMERICAN INDIAN/ALASKAN NATIVE		0%		0%	<1%	<1%	32%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER		0%		0%	0%	0%	0%
MULTI-RACIAL	1	20%		0%	3%	4%	26%
BALANCE/OTHER		0%		0%	1%	2%	28%
TOTAL RACE	5	100%	1	100%			
ETHNICITY							
HISPANIC OR LATINO	1	20%	0	0%	7%	9%	26%
NOT HISPANIC OR LATINO	4	80%	1	100%	93%	81%	74%
TOTAL ETHNICITY	5	100%	1	100%			
PERSONS WITH DISABILITIES	2	40%	1	100%			

*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, The board is comprised of CEO/Founder Dr. Long who is joined by 4 boards members including Lucas Long (43) gay man, Daniel Schultz (gay man, Board Vice President), Tenisia Adam (Black woman 35, Clinical counselor/Board President), and Kali StegmueLLer Biracial/LGBTQ+ (Board member). Our board is reflective of the diversity we intend to prioritize. Our niche is to serve marginalized communities and those residing in isolated communities across the city of Madison.

7. AGENCY GOVERNING BODY

How many Board meetings were held in 2024

5

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

8

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

3

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

Name	Lucas Long			
Home Address				
Occupation	HR Assistant/IT College Student			
Representing	Board Treasurer/Secretary			
Term of Office		From:	01/2023	To: present
Name	Tenisia Adams-Hargrove			
Home Address				
Occupation	Clinical Counselor			
Representing	Board President			
Term of Office		From:	01/2023	To: present
Name	Daniel Schultz			
Home Address				
Occupation	Account Management/ NRAEMT First Responder			
Representing	Vice President			
Term of Office		From:	01/2023	To: present
Name	Kali StegmueLLer			
Home Address				
Occupation	Assessment Facilliator at MyChoice Wisconsin			
Representing	Board Member			
Term of Office		From:	09/2025	To: present
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
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Home Address				
Occupation				
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Term of Office		From:	mm/yyyy	To: mm/yyyy
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Representing				
Term of Office		From:	mm/yyyy	To: mm/yyyy

AGENCY GOVERNING BODY cont.

Name

Home Address

Occupation

Representing

Term of Office

From:

mm/yyyy

To:

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Name

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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)	0						
City CDD (Not this Application)	160,000	80,000	20,000	30,000	30,000		
OTHER GOVT*	0						
FUNDRAISING DONATIONS**	1,000						1,000
USER FEES	0						
TOTAL REVENUE	161,000	80,000	20,000	30,000	30,000	0	1,000

*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 funding under the CITY SHARE

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

ACCOUNT CATEGORY	AGENCY 2026	TTL CITY REQUEST	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	145,000	145,000	75,000	75,000	20,000	20,000	25,000	25,000	25,000	25,000			0
Taxes/Benefits	15,000	15,000	5,000	5,000			5,000	5,000	5,000	5,000			
Subtotal A.	160,000	160,000	80,000	80,000	20,000	20,000	30,000	30,000	30,000	30,000	0	0	0
B. OTHER OPERATING													
Insurance	0	0											
Professional Fees/Audit	0	0											
Postage/Office & Program	0	0											
Supplies/Printing/Photocopy	0	0											
Equipment/Furnishings/Depr.	0	0											
Telephone	0	0											
Training/Conferences	0	0											
Food/Household Supplies	0	0											
Travel	0	0											
Vehicle Costs/Depreciation	0	0											
Other	0	0											
Subtotal B.	0	0	0	0	0	0	0	0	0	0	0	0	0
C. SPACE													
Rent/Utilities/Maintenance	0	0											
Mortgage Principal/Interest	0	0											
Depreciation/Taxes	0	0											
Subtotal C.	0	0	0	0	0	0	0	0	0	0	0	0	0
D. SPECIAL COSTS													
Assistance to Individuals	0	0											
Partner/Joint Agency/Agencies	0	0											
Contractors/Subcontractors	0	0											
Pymt to Affiliate Orgs	0	0											
Other	0	0											
Subtotal D.	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL (A.-D.)	160,000	160,000	80,000	80,000	20,000	20,000	30,000	30,000	30,000	30,000	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.**

Title of Staff Position*	2026 Program A FTE**	2026 Program B FTE**	2026 Program C FTE**	2026 Program D FTE**	2026 Program E FTE**	2026 Total FTE	2026 Annualized Salary	2026 Payroll Taxes and Fringe Benefits	2026 Total Amount	2026 Hourly Wage***	2026 Amount Requested from the City of Madison
Mentor/Youth Advocate (1)				0.25		0.25	14,000	500	14,500	0.00	14,500
LGBTQ+ Advocate (Adults & Family)			0.50			0.50	30,000	1,000	31,000	0.00	31,000
Intern		0.25				0.25	0	0	0	0.00	0
Supervisor (Mentorship Services)	0.25	0.25		0.25		0.75	33,000	1,000	34,000	0.00	34,000
CEO: Program Lead & Crisis Coord	0.50		0.25	0.25		1.00	65,000	1,000	66,000	0.00	66,000
Mentor/Adult Advocate (1)		0.25				0.25	14,000	500	14,500	0.00	14,500
						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
						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
SUBTOTAL/TOTAL:	0.75	0.75	0.75	0.75	0.00	3.00	156000.00	4000.00	160000.00	0.00	160000.00

CONTINUE BELOW IF YOU NEED MORE ROOM FOR STAFF POSITIONS

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

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

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

	2025	2025	2025	2025	2025	2025	2025	2025	2025	2025	2025
Title of Staff Position*	Program A FTE**	Program B FTE**	Program C FTE**	Program D FTE**	Program E FTE**	Total FTE	Annualized Salary	2025 Payroll Taxes and Fringe Benefits	Total Amount	Hourly Wage***	2025 Amount Requested from the City of Madison
						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
						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
						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
						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:	0.75	0.75	0.75	0.75	0.00	3.00	156000.00	4000.00	160000.00	0.00	160000.00

*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	Mentorship Program	PERSONNEL	80,000
		OTHER OPERATING	0
		SPACE	0
		SPECIAL COSTS	0
		TOTAL	80,000
B	Crisis Hotline/Coordination	PERSONNEL	20,000
		OTHER OPERATING	0
		SPACE	0
		SPECIAL COSTS	0
		TOTAL	20,000
C	Building Community & Stabilization - Adults and Families	PERSONNEL	30,000
		OTHER OPERATING	0
		SPACE	0
		SPECIAL COSTS	0
		TOTAL	30,000
D	Community Based Individual & Family Support Services	PERSONNEL	30,000
		OTHER OPERATING	0
		SPACE	0
		SPECIAL COSTS	0
		TOTAL	30,000
E	0	PERSONNEL	0
		OTHER OPERATING	0
		SPACE	0
		SPECIAL COSTS	0
		TOTAL	0
TOTAL FOR ALL PROGRAMS			160,000