



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		Amount Requested: \$ 20000
	Applicant Type: Single Agency Application		
	Program Type: 24/7 Helpline		
	List Program Partner(s) (if applicable):		
	<i>If you are applying for more than four programs, please contact Nancy Saíz 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 <i>(if no)</i>	

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 vulnerable communities 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 communities 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 available 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:	Community Prevention and LGBTQ+ Support Services (includes both for community stabilization and support)	Total Amount Requested for this Program:			\$ 60000
Legal Name of Organization:	Long Overdue Counseling and Mentorship Services	Total amount Requested for Lead/Single Applicant			\$ 60000
Legal Name of Partner(s) (Joint/Multi-Agency Applicants only):	N/A	Total Amount Requested for Partner 1:			\$ N/A
	N/A	Total Amount Requested for Partner 2:			\$ N/A
		Total Amount Requested for Partner 3*:			\$ 0
Program Contact: Lead Organization Contact	Mark Long	Email:	mark@longoverduehelp.org	Phone:	262-269-4105
Program Type: Select ONE Program Type for this form.					
<input type="checkbox"/> Crisis Intervention Support Services: 24/7 Helpline <input type="checkbox"/> Crisis Intervention Support Services: Shelter Services <input checked="" type="checkbox"/> Prevention Services and Activities: Community-Based Individual/Family Support <input type="checkbox"/> Prevention Services and Activities: Building Community and Stabilization <div style="margin-left: 20px;"> <input type="checkbox"/> Adults and Families <input type="checkbox"/> Youth ages 12-18 years old </div>					
<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.

Urgency and Rationale for Prevention and LGBTQ+ Community Support Services

Long Overdue Counseling and Mental Health Services (LOCMS) are urgently needed in Dane County and surrounding rural communities due to increasing threats to low-income and LGBTQ+ individuals, especially in light of anticipated reductions in rural mental health support. Based on data from Wisconsin Family Ties in Verona, over 1 million adults in Wisconsin live with a mental health condition—four times 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.

Rural communities face unique challenges that heighten the need for mental health services. Areas outside Wisconsin's main cities consistently contribute to higher suicide rates, especially among farmers and adolescents. Limited access to care means fewer mental health professionals, long travel distances, and persistent stigma around seeking support in small towns. 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 toward preventative care by meeting people where they are. Hours of operation will be flexible, 7 days a week, and a 24/7 crisis helpline will be available to ensure accessibility for clients and consumers.

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 support, peer-led 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. Staff are trained in cultural humility, mandated reporting, and crisis intervention, and supported by secure digital platforms that track engagement and outcomes.

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

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?

Our goal at Long Overdue Counseling and Mental Health Services (LOCMS) for this program is to commit to expanding access to affirming, trauma-informed care for LGBTQ+ individuals in Madison and surrounding rural communities. Our mission is to prevent mental health crises and promote long-term wellness by meeting people where they are—especially those in underserved and marginalized populations—through culturally responsive, community-rooted services that foster resilience, connection, and empowerment.

LGBTQ+ individuals in Wisconsin face disproportionate mental health challenges, including elevated rates of depression, anxiety, and suicide—particularly among youth and those living in rural areas. These challenges are compounded by systemic barriers, including limited access to affirming providers, stigma, and recent legislative attacks on LGBTQ+ rights. Families in Madison also struggle with fragmented services, delayed interventions, and a lack of culturally relevant support.

LOCMS is designed to bridge these gaps through upstream, community-based solutions that center LGBTQ+ identity, safety, and belonging.

LOCMS Will:

- Expand LGBTQ+ peer-led support groups and outreach to build community connectedness and reduce isolation
- Promote long-term well-being by addressing root causes of crisis such as discrimination, poverty, trauma, and lack of affirming care
- Increase awareness and access through culturally relevant outreach, education, and prevention programming tailored to LGBTQ+ needs
- Offer multilingual workshops and materials to ensure inclusivity and accessibility across diverse communities
- Build trust through lived experience, hiring staff and facilitators who reflect the identities and backgrounds of those served
- Provide LGBTQ+ youth and adults with leadership development, job readiness training, and pathways to advocacy
- Ensure representation and relatability by employing staff trained in gender-affirming care, cultural humility, and crisis intervention

LOCMS is not just a service provider—it is a community lifeline for LGBTQ+ individuals navigating mental health challenges in environments that often lack safety, support, and visibility. By centering prevention and affirming care, LOCMS offers a proactive, inclusive model that aligns with Dane County's goals for equity, mental health, and crisis response.

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.

The LGBTQ+ online support and prevention program at LOCMS will be led by a dedicated LGBTQ+ advocate and the CEO, who will collaboratively design and facilitate virtual support groups, educational workshops, and crisis prevention initiatives. This program centers affirming care, trauma-informed practices, and culturally

responsive outreach to LGBTQ+ individuals across Madison and rural Wisconsin. While mentors will not lead the program, they will serve as trusted partners by attending sessions alongside their clients, offering continuity of care and peer support. Their presence helps foster trust and engagement, while leadership and strategic direction remain with the advocate and CEO. Together, this team ensures that services are accessible, inclusive, and rooted in lived experience, with a strong focus on early intervention, emotional safety, and long-term resilience.

LOCMS recognizes and deeply respects the vital work of organizations like OutReach LGBTQ+ Community Center, which has long served as a cornerstone for advocacy, education, and support in Dane County. Rather than duplicating these services, LOCMS is designed to fill critical gaps and extend support to LGBTQ+ individuals who may not be fully reached by traditional models.

Our focus is on young adults who face unique challenges that limit their ability to access in-person or scheduled services:

- College students balancing academic stress and identity exploration
- Working individuals with irregular or demanding hours
- People of color seeking culturally affirming and representative care
- Individuals with large families who need flexible, discreet support
- Residents of rural counties with limited transportation and local resources
- Those who prefer virtual or community-based services that meet them where they are

Why LOCMS Is Needed

While OutReach provides essential advocacy and community programming, LOCMS offers a prevention-focused, trauma-informed model that is:

- Virtual-first and mobile-accessible, removing geographic and scheduling barriers
- Peer-led and mentor-supported, fostering trust and relatability
- Culturally responsive, with staff trained in intersectional care for LGBTQ+ individuals of color, rural residents, and multilingual communities
- Flexible and scalable, with 24/7 crisis support and community-based meeting options

By hiring an LGBTQ+ Advocate to lead virtual groups, and involving mentors and the CEO in direct engagement, LOCMS ensures that participants receive consistent, affirming support from people who understand their lived experiences.

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, young 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.

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.

LOCMS is committed to ensuring that language is never a barrier to accessing LGBTQ+ support and prevention services. Recognizing the rich diversity of Madison and surrounding communities, LOCMS will offer culturally and linguistically responsive care tailored to non-English speaking individuals and families. The program will hire bilingual staff fluent in Spanish, Hmong, Arabic, and other commonly spoken languages to lead support meetings and provide one-on-one guidance. All educational materials—including intake forms, workshop content, and crisis prevention guides—will be available in multiple languages using secure online platforms with built-in transcription and translation tools to ensure accessibility. The CEO, who is somewhat proficient in reading and translating Spanish, will also support language access efforts and help oversee the accuracy and cultural relevance of translated materials. LOCMS will host support groups that reflect the cultural values and lived experiences of multilingual LGBTQ+ communities, creating safe spaces for healing, connection, and resilience. Bilingual staff will serve as trusted intermediaries, offering early intervention and guidance in participants' native languages to help de-escalate crises and connect individuals to appropriate resources. Additionally, LOCMS will collaborate with local cultural organizations and faith-based groups to build trust and expand outreach, ensuring that services meet people where they are—virtually, in their communities, and in the language they speak.

- 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 for LOCMS's LGBTQ+ support and prevention program will take place on an ongoing basis through a combination of online engagement, community partnerships, and grassroots advocacy. Digital outreach will include secure platforms such as Queer Madison on Facebook, our partnership with Our Lives Magazine, and collaboration with Forward Learning Youth and Young Adults (FLYY) to reach young adults who connect virtually, attend college, work challenging hours, live in large families, are people of color, or reside in rural counties. LOCMS will also recruit through its website and in-person outreach at local agencies including OutReach, FLYY, and Chrysalis, ensuring visibility across trusted community spaces. In addition to digital efforts, LOCMS will engage in door-to-door advocacy, tabling at community events, and participation in local celebrations such as Pride, Taste of Madison, and other cultural gatherings. These efforts are designed to meet individuals where they are—both online and in their communities—while building trust and expanding access to affirming, trauma-informed care.

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 (when needed). We will also provide opportunity for meeting space at a faith-based affirming church entitled First Baptist led by Pastor Tim Schaefer. Additionally, secure platforms will help us with facilitation and sharing of information.

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 Prevention and LGBTQ+ Support Program intake process is designed to be welcoming, accessible, and trauma-informed, ensuring individuals feel safe and supported from the very beginning. This process plays a vital role in promoting community stabilization by offering early intervention, affirming care, and culturally responsive support to those most at risk. Recruitment will occur on an ongoing basis through a combination of digital outreach and grassroots engagement. Online recruitment will include secure platforms such as Queer Madison on Facebook, our partnership with Our Lives Magazine, and collaboration with Forward Learning Youth and Young Adults (FLYY) to reach young adults who connect virtually, attend college, work challenging hours, live in large families, are people of color, or reside in rural counties. Additional outreach will take place through our website, local agencies such as OutReach, FLYY, and Chrysalis, and through door-to-door advocacy. LOCMS will also participate in community events like Pride, Taste of Madison, and other cultural gatherings to build trust and visibility.

The intake process begins with an initial inquiry, which can be made through community events, referrals from schools or clinics, or directly via the LOCMS website or phone line. A trained staff member then conducts a brief intake interview—virtually, by phone, or in person—gathering basic personal information, preferred language and cultural background, areas of interest (such as emotional support or crisis prevention), current challenges, and preferred communication methods. LOCMS prioritizes language access and cultural relevance by offering intake forms and interviews in multiple languages and matching individuals with bilingual staff who understand their cultural context. The CEO, who is somewhat proficient in reading and translating Spanish, also supports language access efforts and helps ensure the accuracy and cultural sensitivity of translated materials.

Following intake, participants are matched with a prevention specialist or support staff member who shares lived experience or cultural background and is trained in trauma-informed care and crisis prevention. Together, they co-create a Support & Empowerment Plan tailored to the participant's goals, identifying potential risk factors and strategies for stabilization and resilience. LOCMS offers a flexible support group schedule, including evening and weekend options, to accommodate individuals with demanding work hours, academic commitments, or family responsibilities. These groups are held virtually and in community spaces, ensuring accessibility regardless of geography or time constraints. Ongoing engagement includes regular check-ins, group sessions, and access to workshops and additional LOCMS services, all designed to meet individuals where they are—physically, emotionally, and linguistically.

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.

The LOCMS Prevention Services and LGBTQ+ Support Program is grounded in evidence-based research and community engagement, aligning directly with Dane County's goals for crisis prevention, mental health equity, and community stabilization. Dr. Long conducted a thematic analysis of data collected through focus groups, social worker interviews, and a community survey, revealing 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 2025 Trevor Project report, LGBTQ+ youth in rural areas face significantly higher rates of depression, anxiety, and suicidal ideation compared to their urban peers. These disparities are driven by limited access to affirming care, family rejection, and social isolation. The report also highlights that LGBTQ+ youth in rural communities are less likely to have access to LGBTQ+-inclusive school policies, mental health professionals trained in gender-affirming care, or peer support networks—factors that are critical to prevention and resilience.

LOCMS directly addresses these gaps through a trauma-informed, gender-affirming model that centers prevention services via flexible support groups and individualized guidance. Support groups are scheduled to accommodate diverse needs, including evening and weekend options for individuals who work nontraditional hours, attend college, or live in multigenerational households. These groups offer safe, virtual and community-based spaces for LGBTQ+ youth and adults to connect, share, and heal. In addition, LOCMS provides 1:1 support led by a trained LGBTQ+ advocate and the CEO, who is actively involved in direct care and is somewhat proficient in reading and translating Spanish to support multilingual engagement.

The program's virtual-first infrastructure 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. Staff are trained in cultural humility, mandated reporting, and crisis intervention, ensuring ethical and responsive care. LOCMS also utilizes secure digital platforms for scheduling, data tracking, and multilingual communication, and is actively recruiting bilingual staff to support diverse communities.

By offering early intervention, consistent support, and culturally relevant programming, LOCMS provides a proactive, inclusive, and scalable solution to the growing mental health disparities affecting LGBTQ+ youth and families in underserved areas. These services not only reduce crisis risk but also contribute to long-term community stabilization by fostering resilience, connection, and empowerment.

- 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

**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.

LOCMS's Prevention Services and LGBTQ+ Support Program is designed to promote community stabilization and strengthen family systems through a multi-layered, trauma-informed approach that prioritizes accessibility, responsiveness, and measurable impact. Families in crisis will be referred through partnerships with Dane County Human Services and trusted community-based organizations such as OutReach LGBTQ+, Forward Learning Youth and Young Adults (FLYY), Chrysalis, and others. While LOCMS is not a CCS provider, we operate as a community-based organization committed to reducing risk factors through advocacy, early intervention, and culturally affirming care.

Upon entry into the program, each family or individual will complete a comprehensive intake assessment to identify immediate needs, risk factors, and service gaps. From there, participants will be invited to join weekly online support groups facilitated by licensed professionals and trained peer advocates. These groups are scheduled flexibly—including evenings and weekends—to accommodate working families, students, and those with caregiving responsibilities. LOCMS also offers community meeting spaces for individuals who prefer in-person engagement or need a safe, supportive location to participate.

In addition to group support, families will receive 1:1 guidance from our LGBTQ+ advocate and CEO, both of whom bring lived experience and a deep understanding of the challenges faced by marginalized communities. This personalized support helps bridge the gap between professional services and everyday realities, offering empathy, practical strategies, and consistent connection. To address acute situations, LOCMS will implement

crisis diffusion activities such as de-escalation coaching, a 24/7 crisis hotline, emergency resource navigation, and family stabilization planning. Recognizing that travel can be a barrier—especially for rural families—LOCMS will assist with locating nearby services and community resources to ensure accessibility across the Madison area.

Success will be measured through both quantitative and qualitative methods, including the number of families served, frequency of engagement, referrals made to Dane County services, and time to crisis resolution. Participant feedback, advocate 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 guide continuous improvement. Through these efforts, LOCMS aims to build resilient families, connected communities, and long-term stability for LGBTQ+ individuals and their loved ones.

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 more expansive LGBTQ+ support is deeply rooted in the lived realities of families across Madison’s east side neighborhoods, surrounding suburbs, and broader city. These communities have long faced systemic challenges related to access, equity, and continuity of care—particularly for families in crisis who require safe, immediate, and sustained support. Fragmented services and limited digital infrastructure have created barriers that LOCMS is uniquely positioned to address by meeting individuals and families where they are—online, in their communities, and in culturally affirming spaces.

Dr. Mark V. Long brings a wealth of experience and insight to this initiative, having built strong relationships through years of direct engagement with families and local stakeholders. His own lived experience and work has fostered trust and collaboration and education as a professor, making him a vital connector between families and service providers. This ensures that LOCMS will not only complement existing resources but also enhance their reach and effectiveness, especially for those who have historically been underserved.

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, identifying critical gaps in service delivery—particularly in digital access, crisis response, and peer support. LOCMS is designed to bridge these gaps through a modern, safety-centered approach that includes online support groups, 1:1 guidance from trained advocates and the CEO, and digital resource navigation. These services are tailored to the current generation’s needs, offering flexible scheduling, virtual engagement, and community-based meeting options that reflect how people live, work, and connect today.

By aligning with Dane County services and leveraging trusted community relationships, LOCMS offers a responsive, scalable, and culturally attuned model that prioritizes safety, accessibility, and family stabilization. Through trauma-informed care, affirming support, and proactive outreach, LOCMS empowers LGBTQ+ individuals and their families to build resilience, reduce crisis risk, and foster long-term community well-being.

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 all 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. That means we provide services for ALL not just LGBTQ+ persons. These sessions will be grounded in restorative practices and culturally responsive frameworks, promoting resolution and emotional safety. CEO will lead efforts in supporting all families by introducing caregiver support, AODA, and much more that he will facilitate.

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

- B. Program Outcomes

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

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: Expand LGBTQ+ Support and Advocacy Across Madison LOCMS will increase access to LGBTQ+ support groups and advocacy services throughout Madison, with a focus on underserved neighborhoods and rural communities. Through flexible scheduling, virtual access, and culturally affirming care, the program will foster connection and resilience. At least 75% of participants will report improvement in their social networks, indicating stronger peer relationships, reduced isolation, and increased engagement in community life.				
Performance Standard	Targeted Percent	75%	Targeted Number	60 of 80 individuals across multiple groups
	Actual Percent	80%	Actual Number	64 of 80 individuals across multiple groups
Measurement Tool(s) and Comments: Post-group surveys will assess changes in participants' social networks and sense of connection. Success will be defined by 75% of participants reporting improved peer relationships and community engagement.				
Methodology: LOCMS will implement weekly LGBTQ+ support groups both virtually and in community spaces across Madison. Groups will be facilitated by trained advocates and the CEO, with flexible scheduling to accommodate diverse needs. Outreach will occur through social media, community partners (e.g., OutReach, FLYY), and tabling at local events. Intake assessments will include questions about social connectedness, and follow-up surveys will measure changes in participants' social networks. Success will be defined by 75% of participants reporting improved peer relationships and community engagement.				

Outcome Objective #2: Strengthen Family Support for Substance Use and Caregiving Challenges LOCMS will provide targeted support to families navigating substance use disorders and caregiving responsibilities for older adults, helping prevent hardship and reduce crisis risk. Services will include peer-led support groups, 1:1 advocacy, and resource navigation. The program will prioritize families with limited access to traditional services, ensuring they receive timely, trauma-informed care that promotes family stabilization and long-term wellness.				
Performance Standard	Targeted Percent	70%	Targeted Number	10 families
	Actual Percent	85%	Actual Number	15 families
Measurement Tool(s) and Comments: • Pre- and post-engagement assessments will measure reductions in stress and increased confidence in managing caregiving or substance-related challenges. Service utilization logs will track participation in support groups, advocacy sessions, and referrals to external services.				

Methodology: Families impacted by substance use or caregiving responsibilities for older adults will be identified through referrals from Dane County Human Services and partner organizations. LOCMS will provide tailored support through 1:1 advocacy, peer-led groups, and resource navigation. Intake will assess family stressors and service gaps, while ongoing engagement will include crisis diffusion coaching and stabilization planning. Data will be collected through case notes, participant feedback, and service utilization tracking to evaluate reductions in hardship and increased access to support.

Outcome Objective #3: Improve Resource Awareness and Navigation in Dane County
LOCMS will empower participants to understand and access existing resources within Dane County, including mental health services, housing support, and crisis response tools. Through workshops, digital guides, and personalized coaching, 80% of participants will report knowing how to navigate local and online support systems. This data will inform future expansion of peer services and counseling programs, contributing to a more connected and resilient community.

Performance Standard	Targeted Percent	80%	Targeted Number	80 out of 100
	Actual Percent	80%	Actual Number	80 out of 100

Measurement Tool(s) and Comments: Surveys pre-post

Methodology: LOCMS will offer digital workshops, resource guides, and personalized coaching to help participants understand and navigate Dane County's support systems. Online tools will include multilingual materials and secure platforms for scheduling and referrals. Pre- and post-engagement surveys will assess participants' knowledge of available resources. Success will be measured by 80% of participants reporting increased confidence in accessing services, with data used to inform future expansion of peer and counseling programs.

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. Zefly 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)
LGBTQ+ Advocate 0.5 FTE		Bachelors degrees or enrolled in college/trauma informed through UWGB	Madison are preferred
Program Lead and Crisis Coordinator (CEO)		Doctorate in Social Work; experience mentoring, service facilliation, providing psychoeducation to LGBTQ+ youth/clients, 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.

N.A

B. Disclosure of Contract Failures, Litigations

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

N.A

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:

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5. BOARD-STAFF DEMOGRAPHICS

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

DESCRIPTOR	MADISON*					
	BOARD		STAFF		GENERAL	POVERTY
	Number	Percent	Number	Percent	Percent	R/POV**
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%
BLACK/AFRICAN AMERICAN	2	40%	1	100%	7%	15%
ASIAN		0%		0%	8%	11%
AMERICAN INDIAN/ALASKAN NATIVE		0%		0%	<1%	<1%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER		0%		0%	0%	0%
MULTI-RACIAL	1	20%		0%	3%	4%
BALANCE/OTHER		0%		0%	1%	2%
TOTAL RACE	5	100%	1	100%		
ETHNICITY						
HISPANIC OR LATINO	1	20%	0	0%	7%	9%
NOT HISPANIC OR LATINO	4	80%	1	100%	93%	81%
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
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

AGENCY GOVERNING BODY cont.

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

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To:

mm/yyyy

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

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

REVENUE SOURCE	AGENCY 2026	PROGRAM A	PROGRAM B	PROGRAM C	PROGRAM D	PROGRAM E	NON APP PGMS
DANE CO HUMAN SVCS	0						
UNITED WAY DANE CO	0						
CITY CDD (This Application)	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
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						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
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