



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:	YWCA Madison, Inc.	Total Amount Requested:	\$ 195,000
All program(s) connected to your organization:	Program Name: Restorative Justice Circle Keepers Amount Requested: \$ 50,000 Applicant Type: Single Agency Application Program Type: Building Community & Stabilization: YOUTH List Program Partner(s) (if applicable):		
	Program Name: YW Transit Amount Requested: \$ 95,000 Applicant Type: Single Agency Application Program Type: Building Community & Stabilization: ADULT & FAMILY List Program Partner(s) (if applicable):		
	Program Name: Third Street Amount Requested: \$ 50,000 Applicant Type: Single Agency Application		

	Program Type: Community-Based Individual and Family Support Services		
	List Program Partner(s) (if applicable):		
	Program Name:		Amount Requested: \$
	Applicant Type: Choose an item.		
	Program Type: Choose an item.		
	List Program Partner(s) (if applicable):		
	<i>If you are applying for more than four programs, please contact Nancy Saíz nsaiz@cityofmadison.com</i>		
Contact Person for application (Joint Applications - Lead Org):	Andrea Zea, Grants & Compliance Director		Email: azea@ywcamadison.org
Organization Address:	101 E. Mifflin St, Suite 100 Madison, WI 53703		Telephone: (608) 257-1436
501 (c) 3 Status:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		Fiscal Agent <i>(if no)</i> n/a

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).

YWCA Madison's mission is to eliminate racism, empower women, and promote peace, justice, freedom, and dignity for all. Our foundational values of Humanity, Community, Growth, and Restoration guide our actions and relationships, propelling the work we do in the Madison and greater Dane County community. To fulfill our mission, we provide innovative and responsive programming across four core areas of work: Employment & Training, Housing & Shelter, Restorative Justice, and Learning & Movement Building. The work we do helps people find and maintain employment by delivering job training and transportation; provides housing and shelter at our residential building and in the community to ensure that families have a safe space to live and grow; supports schools and communities to develop restorative cultures; and gathers people and organizations in communities of practice to learn and unlearn, and for intergenerational movement building for justice. Our staff is racially and culturally diverse, representative of the community we serve, highly trained, and participates in on-going development education. Our board of directors are recognized leaders from the community and provide leadership and oversight for YWCA Madison.

- 2. Describe your organization's experience implementing programming aligned with the Crisis Intervention and Prevention RFP Guidelines.** Please include specific examples relevant to the programs proposed in this application. If applicable, list all the current Crisis Intervention and Prevention programs your organization operates, along with their inception dates.

YWCA Madison has been in continuous operation since 1909 and is Dane County's largest provider of affordable housing for women as well as one of the oldest providers of emergency shelter. We have a long history of responding to the challenges and needs faced by our community's most marginalized individuals and families through innovative programs that provide connection to the resources, opportunities, and support systems needed to achieve greater stability and long-term well-being.

What differentiates YWCA Madison from other organizations is our personalized and culturally relevant services, a philosophy of "empowerment" that undergirds our service delivery model, and trust from the communities that are currently experiencing the greatest marginalization. Staff members provide individualized, wrap-around services through a family-focused, trauma-informed lens, and much of our programming is cohort-based and facilitates a learning environment where participants support, teach, and guide each other. Our employees are representative of the communities we serve and include bicultural and bilingual staff.

The current Crisis Intervention and Prevention programs operated by YWCA Madison include:

Third Street - program inception: 1991 - By providing housing first, supportive, voluntary case management, and other services to meet the unique needs of Third Street families, we provide the conditions for mothers to build a stable foundation for their future self sufficiency, dreams, and goals as well as supporting the early development needs for their children with support of our Family Resource Coordinator. Aligned with the CIP RFP Guidelines, Third Street provides trauma-informed, coordinated services that lead to families' improved housing stability and overall well-being.

YW Transit - program inception: 2007 - YW Transit provides equitable access to jobs, health care, and community life by offering a variety of subsidized and free transportation services to low income community members. Aligned with the CIP RFP Guidelines, the program seeks to create pathways out of poverty by addressing the root causes of crisis and strengthening individual, family, and community stability through reliable transportation access.

Restorative Justice - program inception: 2010 - YWCA Madison's Restorative Justice Circle Keepers program is designed to support middle-school aged youth to learn, practice and lead Restorative Justice Circle Processes, with the goal of building skills in conflict resolution and critical thinking, deepening relationships among youth and families, and facilitating activities that are healing, expressive and restorative. Aligned with the CIP RFP Guidelines, our activities are intended to prevent crises by equipping young people and their broader communities with the skills and resources to disrupt cycles of harm without relying on punitive systems and responses.

- 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."

In July 2024, after serving as Interim CEO for 4 months following Vanessa McDowell-Atlas' departure from the organization, Geraldine ("Gery") Paredes Vásquez was named YWCA Madison's CEO. She came to the role after six years experience directing the organization's Race and Gender department. Gery's connection to YWCA Madison goes back to 2012 when she first volunteered as a facilitator for the Racial Justice series. She later joined the organization as a Race and Gender Equity Coordinator and Manager before becoming the Director of this same department. Under her leadership, this department continued to grow a community of artists, advocates, organizers, educators, and practitioners as collaborators in co-creating offerings such as YWCA Madison's annual Racial Justice Summit. Under Gery's guidance, the organization collaboratively co-created a 2024-2026 strategic plan grounded by 7 strategic priority areas that will guide decision-making and resource allocation to sustainably meet organizational needs in alignment with our mission and values, paving the way for a revitalization of each department.

In January 2025, YWCA Madison began contracting with Step Up: Equity Matters for the financial function of the organization, including provision of personnel in the following roles: Outsourced Chief Financial Officer (CFO), Outsourced Accounting Director, Staff Accountants and Bookkeepers. The Outsourced CFO, Tania Ibarra has primary responsibility for fiscal oversight of grant awards and contracts and also oversees all aspects of the grant accounting and expense reporting handled by YWCA Madison's outsourced contractor, Step Up: Equity Matters.

Given the amount of time that has passed since these changes in leadership, YWCA Madison does not anticipate that the changes will have any impact on our ability to provide the programming and services proposed through this RFP process.

- 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.).

YWCA Madison's program staff are required to have relevant education and experience in social services or a related field and/or lived experience. All staff receive training in trauma-informed and healing-centered care and cultural competency in service delivery, with ongoing professional development to ensure high-quality, evidence-based services. Staff have been trained to use a harm reduction model and also use motivational interviewing techniques in communication with participants. Each Department's annual budget includes funding set aside specifically for professional development and continuing education and training. Employee performance reviews include documenting and discussing professional development opportunities and setting goals for upcoming months. Attendance at trainings throughout the year and during regular business hours is understood to be a necessary part of each staff member's work schedule. In addition to engaging in professional development tailored to meet each unique employee's interests and needs, staff participate in racial justice workshops, where they look at culture through the lens of race to broaden intercultural and interracial awareness.

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?



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Part 2 - Program Narrative Form

Submit Application to: cddapplications@cityofmadison.com

Deadline: 4:30pm September 22, 2025

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

JOINT/MULTI-AGENCY APPLICANTS

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

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

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Part 2 - Program Narrative Form

Program Name:	YW Transit	Total Amount Requested for this Program:	\$ 95,000	
Legal Name of Organization:	YWCA Madison, Inc.	Total amount Requested for Lead/Single Applicant	\$ 95,000	
Legal Name of Partner(s) (Joint/Multi-Agency Applicants only):		Total Amount Requested for Partner 1:	\$	
		Total Amount Requested for Partner 2:	\$	
		Total Amount Requested for Partner 3*:	\$	
Program Contact: Lead Organization Contact	Ashley Moncrief, Employment Services & Transit Director	Email:	amoncrief@ywcamadison.org	Phone: (608) 395-2184
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 type="checkbox"/> Prevention Services and Activities: Community-Based Individual/Family Support <input checked="" type="checkbox"/> Prevention Services and Activities: Building Community and Stabilization <input checked="" type="checkbox"/> Adults and Families <input type="checkbox"/> Youth ages 12-18 years old				
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.				

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.

YW Transit addresses the need for transportation-related public services within the City of Madison. In 2010, the Dane County Task Force on Racial Disparities conducted research, collected data, and produced a report, concluding that "one of the primary barriers preventing those of lower income, including minorities, from holding down jobs, was not having adequate transportation to get to work." The 2025 - 2029 City of Madison Consolidated Plan's anti-poverty strategies specifically note transportation as a top priority, stating that "The City of Madison's general anti-poverty strategy is to support the availability and accessibility of employment, education, transportation, health care and family support services to lower-income households." (p. 83). Community survey results, as outlined in the Consolidated Plan, indicate that transportation subsidies to travel to/from employment ranked as "services most needed in the community" for lower-income community members.

In 2024, the Community Action Coalition for South Central Wisconsin, Inc. Community Needs Assessment (CNA) surveyed more than 400 Dane County residents. The results of the survey aligned with the Consolidated Plan, finding that transportation ranked as a top five community need among survey respondents, alongside other basic needs such as housing and healthcare. The CNA highlights the interconnectedness of various unmet needs impacting low-income families, pointing to the intersection between transportation access and employment: "For many people, maintaining employment involves having adequate childcare and transportation – barriers that require income and access to address in the first place. Transportation needs can limit access not just between housing and work but also to essential services, making it even more difficult to prioritize and reach proper healthcare, childcare, or food sources." The CNA proposes addressing economic mobility by way of reducing barriers to transportation. We also know that part of the problem of unemployment in low-income neighborhoods is related to lack of reliable transportation options.

The Greater Madison MPO Transportation Plan 2050 states that “the combined impacts of spatially segregated land use policies; transit service optimized for white-collar commuters; poor sidewalk and bicycle network connectivity, and the high cost of owning and operating a private vehicle; pose significant barriers to economic mobility and access to basic needs.” YWCA Madison’s Job Ride is widely recognized for filling these gaps in transit service to low income community members.

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

The overarching goal of YW Transit is to provide equitable access to jobs, health care, and community life by offering a variety of subsidized and free transportation services to low income community members. The program seeks to create pathways out of poverty by addressing the root causes of crisis and strengthening individual, family, and community stability through reliable transportation access.

The specific goal of Job Ride is to improve well-being and life stability by helping individuals disproportionately impacted by poverty and systemic inequity find and maintain jobs with family-supporting wages by ensuring that they can get to and from work even when they face barriers to transportation such as lack of access to bus service or a vehicle. YW Transit's Job Ride provides a needed service in the community that leads to improved well-being and life stability for those utilizing the program. A substantial number of employment opportunities for low-income people are located in suburbs completely outside of the Madison Metro Service Area (especially true of the Industrial sector). Some employment opportunity centers are within the Metro Service area but not adequately serviced by bus, leaving workers with a 1-2 hour travel time each way (transfers, etc.). Many employers are looking for workers during shifts outside of Madison Metro’s hours of operation (2nd, 3rd shifts and weekends).

- 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.

YWCA Madison supports equity in transportation and offers a variety of specialized transportation services to our community. The YW Transit program addresses the need for safe, specialized transportation to serve low-income individuals to get to/from work and work related activities, in crisis situations, and for appointments when buses are not readily available and/or at times or in areas where service is intermittent or nonexistent. Madison Metro service does not reach all areas of the city and does not provide transportation late at night. As a curb-to-curb service, YW Transit eliminates the need for individuals to walk long distances to the nearest bus stop or transfer several times on the bus to get to their destination. This program also eliminates the need for individuals to rely on other individuals to meet their transportation needs or use an expensive cab. These services are especially needed in areas of the City where one’s economic status might affect their ability to hold a driver’s license, move about the city safely, and own/maintain a vehicle. Rides are free for some services; all other services, including the Job Ride alternative employment transportation service, are offered at subsidized shared ride rates for low income riders.

The program serves Dane County residents and provides transportation throughout Dane County including areas that are inaccessible during non-peak public transportation hours which include nights, weekends, and holidays. In addition, the YW Transit program contracts with agencies providing services to similar populations in the community to provide transportation to groups of vulnerable individuals who lack viable transportation options to attend social/support groups, parenting classes, food pantries, and other organized activities safely. YW Transit has accessible vans and staff are thoroughly trained on working with differently-abled individuals.

The key expected outcomes for YW Transit include improving low income community members’ well-being and life stability as a result of having critical transportation provided reliably and affordably, and enabling riders to obtain or maintain employment that would have otherwise been inaccessible.

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?

YW Transit's target population includes employed, unemployed, and underemployed adults, as well as individuals experiencing homelessness and those with mobility issues. The majority of our riders are women and people of color. YW Transit is provided to individuals with no viable transportation options due to isolation by poverty, age, disability, or language barriers. The target population often faces one or more of the following issues: mental health and/or

substance abuse issues, domestic violence, lack of stable housing, history of abuse/trauma, lack of a driver's license, and a history of justice system involvement. All riders' income falls under 200% of the federal poverty level.

In 2024, YW Transit served 65 individuals. The racial demographics of those Transit participants, as self-identified, were: 48% Black and/or African American; 15% White/Caucasian; 20% identified only as Hispanic/Latine, 12% Asian, and 5% identified as Multiracial/Other. 72% were female; 25% were male; and 3% identified as non-binary/genderqueer. 25% self identified as being disabled. Additionally, the program meets the needs of the older adult population in Madison, with 37% of riders served being over the age of 60.

YW Transit provides custom, door-to-door transportation that literally meets people where they are at. The service picks individuals up directly from their place of residence and takes them to vital destinations such as employment, education, public services, healthcare, housing, and other aspects of community life. YW Transit also provides car seats, as well as booster seats for riders 8 years old and younger so parents and caregivers can also get their children to and from childcare. This personalized approach helps ensure greater access and support for those who need it most.

On an annual basis, YWCA Madison surveys all YW Transit participants with a customer service questionnaire to solicit feedback. The survey asks for rider feedback about all of the current drivers, scheduling, the overall experience with the program, and solicits general comments and suggestions for improvements. This information is reviewed by the Employment Services & Transit Director and Transit Manager and taken into consideration when planning for improvements and modifications to service delivery. In addition to the questionnaire, YW Transit Drivers regularly receive program feedback directly from program participants through rapport built with riders. Program suggestions and other feedback received through these relationships and open lines of communication have helped to shape program services.

- B. 2024 Participant Demographics: If your organization has offered similar or related programming in 2024, please provide available demographic data for participants served. This can include data collected through formal programs, pilot efforts, or community-based work—even if it was not funded by the City. If exact numbers are not available, please provide your best estimates and briefly note how the data was gathered (e.g., intake forms, surveys, observations). If you are a new applicant and do not yet have demographic data, please indicate that below.

Race	# of Participants	% of Total Participants
White/Caucasian	10	15%
Black/African American	31	48%
Asian	8	12%
American Indian/Alaskan Native	0	0%
Native Hawaiian/Other Pacific Islander	0	0%
Multi-Racial	0	0%
Balance/Other	16	25%
Total:	65	
Ethnicity		
Hispanic or Latino	13	20%
Not Hispanic or Latino	52	80%
Total:	65	
Gender		
Man	16	16%
Woman	47	72%
Non-binary/GenderQueer	2	3%
Prefer Not to Say	0	0%
Total:	65	

Comments (optional): Please note that this is the demographic data for the 65 Job Ride riders served by YW Transit in 2024. In addition to these 65 Job Ride participants, YW Transit also served more than 200 additional riders through our Specialized Transportation & Community Connections and Contracted Community Rides services. Starting in 2025, YWCA Madison began collecting demographic data for all individuals served by YW Transit, not just our repeat Job Ride riders.

- 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.
- YWCA Madison created and has adapted the YW Transit programs to ensure we continue to meet participant and employer needs. The program is accessible to individuals who do not speak English through YWCA Madison's ongoing contract with LanguageLine Solutions for over the phone translation services, and there are language access cards in every YW Transit vehicle.

Cultural relevance is sustained by engaging community voices and employing staff reflective of those served. Continuous feedback through annual rider surveys guides adaptation so services remain responsive to evolving needs.

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.

The public is informed of the availability of our transit services through: our website, applications available at our office locations on the south side of Madison (Empowerment Center at 2040 S. Park Street) and downtown Madison (101 E. Mifflin Street), our participation in United Way's 211 service, as advertised on our Job Ride vehicles, internal program referrals from other YWCA Madison programming, such as our Residential and Community Housing and Restorative Justice programs, and through our participation at local job and resource fairs.

b.

- c. Through job fairs, meetings, and networking, YWCA Madison has also developed relationships with employers who are in need of employment transportation services for their employees (ex: UW Hospitals, UW-Madison, Oakwood Village, Ho-Chunk Gaming Madison, St. Mary's Hospital). Over the past several years, Job Ride has provided group transportation to workers at several Dane County businesses. One of the key marketing tactics for the YW Transit Job Ride service is through the direct beneficiaries of our services – our clients/riders. Job Ride clients not only value the service, but also serve as continual marketing agents for the program. At times when it has been challenging to reach certain large employers in the area, clients working at these companies have informed fellow co-workers about the program, or other employees see the JobRide van at a place of employment and seek out further information. Word of mouth has been a great tool in recruiting clients with the same job location. Providing 24 hour/7 day-a-week service is one of the most appealing features of the Job Ride program.

d. **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?

One significant barrier to participation the population faces is the limited capacity of our transportation program due to high demand and current staffing and funding restraints. YW Transit has been operating at full capacity for several years, and while we receive over 100 applications annually, we are often unable to immediately serve all eligible applicants. When a route is full, eligible individuals are placed on a waitlist and provided with information about alternative transportation options, such as the City of Madison Rideshare and other local programs. New riders are added as space becomes available—either when their route aligns with existing ones or when current participants transition out of the program. As of July 2025, 30 individuals are on our waitlist.

e. **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).

Individuals interested in YW Transit can complete an online application to be added to our routes available via the YWCA Madison website. Applications can also be submitted in person with assistance from a Front Desk Receptionist at either our downtown Madison (101 E. Mifflin Street) or Empowerment Center (2040 S. Park Street) locations. All applicants will receive a confirmation email and a follow up phone call from the Transit Manager once eligibility is confirmed and availability is reviewed to go over the program enrollment process. Ridership is prioritized to those who are at or below 200% of the Federal Poverty Income Guidelines. All riders are picked-up/dropped off directly from their residences and places of employment. Through our Job Ride services, Dane County residents with low incomes are provided reliable transportation which allows them to accept, obtain, and maintain employment that would otherwise be inaccessible. While some of our riders rely on the service month after month, year after year, some participants use the service temporarily to save money to, for example, purchase or repair a personal vehicle; or to save money that can be used for move-in costs for housing closer to their employment. Job Ride services are vital for some community members and are directly correlated with our riders' ability to be employed and stably housed.

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.,).

YW Transit programs offer reliable and safe transportation twenty-four hours a day, seven days a week. The main goal of our services is to help individuals obtain and maintain jobs with family-supporting wages and access community services and other opportunities by ensuring that they can get to and from their destination in the face of transportation barriers such as lack of a vehicle or bus service. A large portion of the targeted service population reports transportation as a barrier to applying for desired jobs and keeping jobs. Transit accessibility is important for all people but especially for the most marginalized in our community: people who are Black, Indigenous, other People of Color and families with low incomes. Without YW Transit, many of the workers with low incomes that we serve may remain unemployed, underemployed, or unable to keep employment due to a transportation barrier. YW Transit offers three areas of service:

1. Job Ride

YW Transit's Job Ride is an alternative employment transportation program serving Dane County that provides 24 hours/7 days a week rides for low-income people going to/from work and employment-related activities such as job training programs. Job Ride's model of using a rideshare vanpool offers riders flexibility and affordability. The program provides curb-to-curb service, fills the gaps in services of more mainstream and public transportation options, and can make allowances for sudden shift changes, or if a client is asked to pick-up extra shifts at their place of employment. In addition to serving employed and job-seeking riders, Job Ride provides transportation services to participants involved in educational and job training programs, including collaborative employment services programs through YWCA Madison, such as YWEB and the Driver's License Recovery Program, and the United Way Dane County's HIRE Initiative, taking them to/from their homes and the community-based organizations or academic facilities that are providing the programming. Ride priority and subsidized fares are provided to participants who are at or below 200% of the Federal Poverty Level.

2. Specialized Transportation & Community Connections

These services enable seniors, people with disabilities, and other low income riders (in particular, those also enrolled in our Job Ride program) to access their communities and needed services. Approximately one quarter of YW Transit rides are community rides that fall outside of the Job Ride schedule. Affordable and reliable transportation allows seniors and individuals with disabilities access to important opportunities in education, employment, health care, housing, and community life.

3. Contracted Community Rides

YW Transit provides contracted rides for community agency programs and groups. Coordinated Community Transportation bridges a service gap, allowing community agencies to connect with and best serve their client base by providing affordable group transportation. These partnerships have included rides to appointments, the grocery store, volunteering events, and recreational activities. One example of a contracted community partnership is YW Transit's collaboration with The Beacon Day Center to transport individuals with mobility issues who are experiencing homelessness from The Beacon to The Salvation Army and Porchlight emergency shelters.

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.

YW Transit addresses a critical gap in transportation services in the City of Madison by providing safe, reliable, and affordable curb-to-curb rides 24/7. The service includes overnight hours, an essential safety feature for individuals working night shifts.

Our approach is rooted in promoting stability and independence for individuals and families who are disproportionately impacted by poverty and systemic inequities. By offering low-cost transportation to employment, education, healthcare, and public services—as well as contracted rides for community agencies—YW Transit strengthens protective factors and reduces the likelihood of crisis. Reliable transportation is a foundational need that ensures riders can get to work or appointments on time, maintain school attendance, and access health care. Eliminating transportation as a barrier and providing predictable service allows individuals to sustain employment and avoid missed medical or social service appointments, which in turn reduces stress and lessens the risk of behavioral or health crises.

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

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

Table 1:

PROGRAM LOCATION(s):		
Day of the Week	Start Time	End Time
Monday	12:00 AM	12:00 AM
	24/7/365 service	wide variety of program locations
Tuesday	12:00 AM	12:00 AM
	24/7/365 service	
Wednesday	12:00 AM	12:00 AM
	24/7/365 service	
Thursday	12:00 AM	12:00 AM
	24/7/365 service	
Friday	12:00 AM	12:00 AM
	24/7/365 service	
Saturday	12:00 AM	12:00 AM
	24/7/365 service	
Sunday	12:00 AM	12:00 AM
	24/7/365 service	

****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:

YW Transit provides service at locations throughout the City of Madison and in some areas of Dane County. The YW Transit program is based at YWCA Madison's Empowerment Center at 2040 S. Park St, Madison.

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.

Each year, YWCA Madison conducts a customer service survey with all YW Transit participants to gather valuable feedback. The survey covers rider experiences with drivers, scheduling, overall program satisfaction, and invites general comments and suggestions for improvement. The Employment Services & Transit Director and Transit Manager review the responses and use them to inform service enhancements and program adjustments. YW Transit Drivers also build relationships with riders over time. This rapport with Drivers enables riders to share their feedback regularly, which is passed along to the Transit Manager for consideration.

- 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.

This proposal was developed in collaboration with relevant community stakeholders, incorporating input from participants, staff, and partner organizations to ensure the program reflects community priorities and lived experiences. Their feedback shaped program design, strengthening both effectiveness and alignment with community needs.

YWCA Madison's YW Transit program collaborates with local government and non-profit organizations to coordinate and avoid duplication of services and innovate new transportation solutions to meet emerging community needs. YWCA Madison is engaged in continual conversations with Madison Metro, the City of Madison Common Council, and the Madison Area Transportation Planning Board about further assessing the

need for low-income employment transportation in Dane County, and the best practices for coordinating services available within the area. Through job fairs, meetings, and networking, YWCA Madison has developed relationships with employers who are in need of employment transportation services for their employees, including UW Hospitals and Ho-Chunk Gaming Madison. Job Ride has provided group transportation to workers at several Dane County businesses, and through Contracted Community Rides, YW Transit has collaborated with several community organizations including 5 Door Recovery, Common Wealth Development, UNIDOS, the Dane County District Attorney's Office, The Beacon, and internal YWCA programs.

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)?
Common Wealth Development	Coordinating with YW Transit to ensure Youth Business Mentorship Program participants have transportation to group activities.	Justice Castañeda, Executive Director	No
The Beacon	Ensuring that individuals utilizing emergency shelter who have limited mobility have access to day resource center services and safe transportation to return to shelter in the evening by coordinating with YW Transit.	Carly Sobe, Director of Homeless Services	Yes
5 Door Recovery	Connecting residents of inpatient treatment facility with recreational opportunities by coordinating transportation needs with YW Transit.	Dustin Lyons, Program Supervisor	No
UW Health	Providing employees with information about YW Transit's Job Ride program to support outreach/rider connection.	Juli Aulik, Director, Community Relations	No

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

How do these partnerships enhance this proposal?

The partnerships listed above are representative of the organizations we collaborate with to provide transportation, ensuring individuals have access to opportunities in the community, such as needed services, employment, and enrichment activities.

What are the decision-making agreements with each partner?

We collaborate with the primary contact at each organization to provide customized transportation services.

- 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?

By utilizing YW Transit, participants are provided with a transportation resource that connects them with basic needs, employment, education, and other community resources and services. If we do not have a route available or when routes are full, eligible individuals are placed on our waitlist and provided information about alternative transportation options, such as City of Madison Rideshare and other local programs.

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

We measure our output data—such as unduplicated riders, rides, and routes—using our scheduling software, Simpli. All data is built into and tracked through the platform to ensure accuracy and prevent duplication. For example, we track the total number of one-way rides provided (estimated at 15,000) and the number of unduplicated individuals served through Job Ride (projected at 65) directly within the system. This allows us to generate consistent and reliable reports on service delivery and participant engagement.

In addition to the estimated 65 Job Ride participants, YW Transit also projects to serve more than 200 additional riders through our Specialized Transportation & Community Connections and Contracted Community Rides services. Starting in 2025, YWCA Madison began collecting the number of riders and demographics for all individuals served by YW Transit, not just our most frequent, repeat Job Ride riders.

- B. Program Outcomes

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

Verbal feedback from riders given throughout the year to YW Transit staff as well as data and written responses from our annual rider survey are what guided us in choosing outcome objectives for the program.

Please note that given the nature of our Specialized Transportation & Community Connections and Contracted Community Rides services, we do not always have the opportunity to survey individuals who utilize these services because they may only ride a handful of times during the program year.

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: 90% of individuals report that services were accessible, inclusive, and responsive to their individual identities and lived experiences.

Performance Standard	Targeted Percent	90%	Targeted Number	58 of 65 riders
	Actual Percent		Actual Number	

Measurement Tool(s) and Comments: Annual rider survey and open-ended feedback forms

Methodology: The primary measurement tool is an annual survey that uses open-ended and multiple-choice prompts to allow participants to elaborate on their experiences. Surveys were distributed to all program participants at the end of the calendar year. Surveys are voluntary and anonymous.

Outcome Objective #2: 80% of riders report overall improvement in well-being and life stability as a result of program participation.

Performance Standard	Targeted Percent	80%	Targeted Number	52 of 65 riders
	Actual Percent		Actual Number	

Measurement Tool(s) and Comments: Annual rider survey and open-ended feedback forms

Methodology: The primary measurement tool is an annual survey that uses open-ended and multiple-choice prompts to allow participants to elaborate on their experiences. Surveys were distributed to all program participants at the end of the calendar year. Surveys are voluntary and anonymous.

Outcome Objective #3: 92% of people who utilize YW Transit's Job Ride service will self-report that using the program enabled them to obtain or maintain employment that would have been otherwise inaccessible.

Performance Standard	Targeted Percent	92%	Targeted Number	60 of 65 riders
	Actual Percent		Actual Number	

Measurement Tool(s) and Comments: Annual rider survey and open-ended feedback forms

Methodology: The primary measurement tool is an annual survey that uses open-ended and multiple-choice prompts to allow participants to elaborate on their experiences. Surveys were distributed to all program participants at the end of the calendar year. Surveys are voluntary and anonymous.

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?

YW Transit uses routing software that has increased program efficiency, particularly when last minute changes occur on a route. YW Transit Drivers' work cell phones are synched to the routing system so that all last minute changes to pick-ups and re-routes are received in the most timely manner, and recorded. All demographic information is captured in information forms provided to each rider or through the Job Ride application form; demographics are recorded along with other rider data in Simpli, our routing software, as well as in a YW Transit tracking spreadsheet. The annual survey is how we capture data to determine the program outcomes. YW Transit has an centralized account to track fuel costs; all financial data and program expenses are managed by YWCA Madison's Finance Department, which ensures accurate budgeting, expense tracking, and reporting in compliance with grant and organizational requirements.

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)
Employment Services & Transit Director (0.3 FTE)		A bachelor's degree from a college or university; or four to eight years related experience and/or training; or equivalent combination of education and experience; annual driver safety training	Empowerment Center 2040 S Park St, Madison
Transit Manager (1.0 FTE)		A bachelor's degree; or high school diploma or equivalent plus 2 years of related experience; annual driver safety training	Empowerment Center 2040 S Park St, Madison
Fleet Lead (1.0 FTE)		A high school diploma or equivalent plus 2 years of related experience; annual driver safety training	Empowerment Center 2040 S Park St, Madison
Drivers (5.5 FTE)		No specific level of education is required, but a high school education is preferred; annual driver safety training	Empowerment Center 2040 S Park St, Madison

- B. Volunteers: Describe your process for screening, training, and supervising volunteers who will have direct contact with program participants.
YW Transit does not currently use volunteers to deliver services.
- 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.
YWCA Madison has a fleet of vehicles and the program space already in place to successfully deliver transportation services to our riders and community partners.

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	YWCA Madison, Inc.
Mailing Address	101 E. Mifflin St, Suite 100, Madison, WI 53703
Telephone	(608) 257-1436
FAX	(608) 257-1439
Director	Geraldine Paredes Vásquez
Email Address	gpvasquez@ywcamadison.org
Additional Contact	Andrea Zea, Grants & Compliance Director
Email Address	azea@ywcamadison.org
Legal Status	Private: Non-Profit
Federal EIN:	39-0806303

2. PROPOSED PROGRAMS

	2025		If currently City funded	
Program Name:	Letter	Amount Requested	2024 Allocation	Joint/Multi Application - SELECT Y/N
Restorative Justice Circle Keepers	A	\$50,000	\$50,000	No
Contact:	Eugenia Highland Granados, Restorative Justice Director			
YW Transit	B	\$95,000	\$74,548	No
Contact:	Ashley Moncrief, Employment Services & Transit Director			
Third Street	C	\$50,000	\$50,000	No
Contact:	Andrea Gaines, Residential Housing Director			
	D			
Contact:				
	E			
Contact:				
TOTAL REQUEST		\$195,000		

DEFINITION OF ACCOUNT CATEGORIES:

Personnel: Amount reported should include salary, taxes and benefits. Salary includes all permanent, hourly and seasonal staff costs.

Taxes/benefits include all payroll taxes, unemployment compensation, health insurance, life insurance, retirement benefits, etc.

Operating: Amount reported for operating costs should include all of the following items: insurance, professional fees and audit, postage, office and program supplies, utilities, maintenance, equipment and furnishings depreciation, telephone, training and conferences, food and household supplies, travel, vehicle costs and depreciation, and other operating related costs.

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

Special Costs: Assistance to Individuals - subsidies, allowances, vouchers, and other payments provided to clients.

Payment to Affiliate Organizations - required payments to a parent organization. Subcontracts - the organization subcontracts for service being purchased by a funder to another agency or individual. Examples: agency subcontracts a specialized counseling service to an individual practitioner; the agency is a fiscal agent for a collaborative project and provides payment to other agencies.

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:

5. BOARD-STAFF DEMOGRAPHICS

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

DESCRIPTOR	BOARD		STAFF		MADISON*		
	Number	Percent	Number	Percent	GENERAL Percent	POVERTY Percent	R/POV** Percent
TOTAL		100%		100%			
GENDER							
MAN	1	5%	16	28%			
WOMAN	20	95%	41	71%			
NON-BINARY/GENDERQUEER		0%	1	2%			
PREFER NOT TO SAY		0%		0%			
TOTAL GENDER	21	100%	58	100%			
AGE							
LESS THAN 18 YRS		0%	0	0%			
18-59 YRS	21	100%	52	90%			
60 AND OLDER		0%	6	10%			
TOTAL AGE	21	100%	58	100%			
RACE							
WHITE/CAUCASIAN	9	43%	17	29%	80%	67%	16%
BLACK/AFRICAN AMERICAN	7	33%	26	45%	7%	15%	39%
ASIAN	2	10%	3	5%	8%	11%	28%
AMERICAN INDIAN/ALASKAN NATIVE		0%		0%	<1%	<1%	32%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER		0%		0%	0%	0%	0%
MULTI-RACIAL		0%	4	7%	3%	4%	26%
BALANCE/OTHER	3	14%	8	14%	1%	2%	28%
TOTAL RACE	21	100%	58	100%			
ETHNICITY							
HISPANIC OR LATINO	2	10%	8	14%	7%	9%	26%
NOT HISPANIC OR LATINO	19	90%	50	86%	93%	81%	74%
TOTAL ETHNICITY	21	100%	58	100%			
PERSONS WITH DISABILITIES	0	0%	2	3%			

*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 composition and staff of YWCA Madison represent the racial and cultural diversity of the participants/residents we serve.

7. AGENCY GOVERNING BODY

How many Board meetings were held in 2024

How many Board meetings has your governing body or Board of Directors scheduled for 2025?

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

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

Name	Julia Stanley			
Home Address	1525 Vilas Ave, Madison, WI 53711			
Occupation	Journey Mental Health Center			
Representing	Chair			
Term of Office		From:	08/2020	To:
Name	Gloria Castillo Posada			
Home Address	9 Tern Circle, Madison, WI 53716			
Occupation	Madison Gas & Electric			
Representing	Vice-Chair			
Term of Office		From:	08/2022	To:
Name	Ursula Norwood			
Home Address	1 Rustic Ridge Court, Madison, WI 53713			
Occupation	Alliant Energy			
Representing	Secretary			
Term of Office		From:	08/2023	To:
Name	Angela Bindl			
Home Address	5926 County Road A, Brooklyn, WI 53521			
Occupation	Alliant Energy			
Representing	Treasurer			
Term of Office		From:	08/2023	To:
Name	Luz del Carmen Arroyo Calderon			
Home Address	5214 Burnett Dr. Madison, WI 53705			
Occupation	Wisconsin School of Business			
Representing	Member			
Term of Office		From:	08/2025	To:
Name	Christina Bankhead			
Home Address	608 5th Street, Baraboo, WI 53913			
Occupation	Christina Marie Bankhead LLC			
Representing	Member			
Term of Office		From:	08/2024	To:
Name	Jihan Bekiri			
Home Address	3353 Bradbury Rd., Madison, WI 53719			
Occupation	Wisconsin Department of Children and Families			
Representing	Member			
Term of Office		From:	08/2021	To:
Name	Kirsten Donkle			
Home Address	7042 Heather Glen Dr., Madison, WI 53719			
Occupation	City of Madison			
Representing	Member			
Term of Office		From:	08/2022	To:
Name	Ginger Francis			
Home Address	26 Wirth Ct., Madison, WI 53704			
Occupation	Shifting Current LLC			
Representing	Member			
Term of Office		From:	08/2023	To:

8
10
15-20

07/2026
07/2028
08/2026
07/2026
07/2028
07/2027
07/2027
07/2028
08/2026

AGENCY GOVERNING BODY cont.

Name	Leigh Griesbach			
Home Address	1095 Augusta Dr, Oregon, WI 53575			
Occupation	American Family Insurance			
Representing	Member			
Term of Office		From:	08/2020	To: 07/2026
Name	Angela Jenkins			
Home Address	207 Morningside Ave, Madison, WI 53716			
Occupation	Step Up: Equity Matters			
Representing	Member			
Term of Office		From:	08/2024	To: 07/2027
Name	Brian Jones			
Home Address	640 Hunters Cove Way, Apt 212, Verona, WI 53593			
Occupation	American Family Insurance			
Representing	Member			
Term of Office		From:	08/2025	To: 07/2028
Name	Jan Kittoe			
Home Address	5658 Cottontail Drive, Waunakee, WI 53597			
Occupation	American Family Insurance			
Representing	Member			
Term of Office		From:	08/2022	To: 07/2028
Name	April Kumapayi			
Home Address	2161 Effingham Way, Apt 116, Sun Prairie, WI 53590			
Occupation	Center for Community Stewardship			
Representing	Member			
Term of Office		From:	08/2025	To: 07/2028
Name	Kristy Kumar			
Home Address	5 Opal Ct, Madison, WI 53714			
Occupation	City of Madison			
Representing	Member			
Term of Office		From:	08/2025	To: 07/2028
Name	Jordan-Lindsay Morris-Greer			
Home Address	248 E Hill Pkwy Apt 113, Madison WI 53718			
Occupation	Public Health Madison Dane County			
Representing	Member			
Term of Office		From:	08/2025	To: 07/2028
Name	Jen Rubin			
Home Address	1232 Spaight St, Madison, WI 53703			
Occupation	Love Wisconsin (Wisconsin Humanities) and The Moth			
Representing	Member			
Term of Office		From:	08/2022	To: 07/2028
Name	Mary Stelletello			
Home Address	4221 Bagley Pkwy, Madison, WI 53705			
Occupation	Vista Global Coaching & Consulting			
Representing	Member			
Term of Office		From:	08/2024	To: 08/2027
Name	Naomi Swain			
Home Address	405 Maywood St. #2, Madison, WI 53704			
Occupation	Hawks Quindel, S.C.			
Representing	Member			

Term of Office		From:	08/2024	To:	08/2027
Name	T.R. Williams				
Home Address	6741 Pinelake Dr. #201, Madison, WI 53719				
Occupation	Wisconsin Department of Health Services				
Representing	Member				
Term of Office		From:	08/2023	To:	07/2026
Name	Monica Mims				
Home Address	2411 Tawhee Drive, Madison, WI 53711				
Occupation	Alliant Energy; Mims Fashion				
Representing	Member-at-Large				
Term of Office		From:	08/2019	To:	07/2026

****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 2025	PROGRAM A	PROGRAM B	PROGRAM C	PROGRAM D	PROGRAM E	NON APP PGMS
DANE CO HUMAN SVCS	1,436,534	462,600					973,934
UNITED WAY DANE CO	670,895			95,000			575,895
CITY CDD (This Application)	195,000	50,000	95,000	50,000			
City CDD (Not this Application)	52,000						52,000
OTHER GOVT*	1,153,128	200,000	300,000				653,128
FUNDRAISING DONATIONS**	3,450,000	50,000	175,000	225,000			3,000,000
USER FEES	900,860	25,000	152,000	123,860			600,000
TOTAL REVENUE	7,858,417	787,600	722,000	493,860	0	0	5,854,957

*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 2025	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	3,424,511	124,631	377,175	35,239	325,000	53,342	180,000	36,050					2,542,336
Taxes/Benefits	1,267,069	46,113	139,555	13,038	120,250	19,737	66,600	13,339					940,664
Subtotal A.	4,691,580	170,744	516,730	48,277	445,250	73,079	246,600	49,389	0	0	0	0	3,483,000
B. OTHER OPERATING													
Insurance	74,823	0											74,823
Professional Fees/Audit	250,000	0											250,000
Postage/Office & Program	134,859	1,723	6,139	1,723	1,975		1,235						125,510
Supplies/Printing/Photocopy	216,533	0											216,533
Equipment/Furnishings/Depr.	0	0											
Telephone	51,800	0											51,800
Training/Conferences	0	0											
Food/Household Supplies	0	0											
Travel	0	0											
Vehicle Costs/Depreciation	129,023	21,921			129,023	21,921							
Other: Shared Cost Allocation	353,000	0	72,122		53,929		17,098						209,851
Subtotal B.	1,210,038	23,644	78,261	1,723	184,927	21,921	18,333	0	0	0	0	0	928,517
C. SPACE													
Rent/Utilities/Maintenance	464,234	611	50,253		65,909		97,362	611					250,710
Mortgage Principal/Interest	0	0											
Depreciation/Taxes	525,000	0			14,040	0	125,132						385,828
Subtotal C.	989,234	611	50,253	0	79,949	0	222,494	611	0	0	0	0	636,538
D. SPECIAL COSTS													
Assistance to Individuals	807,910	0			3,600		4,310	0					800,000
Partner/Joint Agency/Agencies	0	0											
Contractors/Subcontractors	137,551	0	134,021		3,530								
Pymt to Affiliate Orgs	0	0											
Other	0	0											
Subtotal D.	945,461	0	134,021	0	7,130	0	4,310	0	0	0	0	0	800,000
TOTAL (A.-D.)	7,836,313	194,999	779,265	50,000	717,256	95,000	491,737	50,000	0	0	0	0	5,848,055

****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*	2025 FTE**	2025 FTE**	2025 FTE**	2025 FTE**	2025 FTE**	2025 Total FTE	2025 Salary	2025 Taxes and	2025 Amount	2025 Wage***	2025 Requested
Restorative Justice Community Program Manager	0.20					0.20	71,048	26,288	97,336	37.95	19,467
Restorative Justice Director	0.25					0.25	84,116	31,123	115,239	44.93	28,810
YW Transit Manager		0.3				0.30	62,304	23,052	85,356	33.28	25,607
Driver		0.3				0.30	38,501	14,245	52,746	20.57	15,824
Driver		0.3				0.30	38,501	14,245	52,746	20.57	15,824
Driver		0.3				0.30	38,501	14,245	52,746	20.57	15,824
Third Street Coordinator/ Case Manager			0.70			0.70	51,500	19,055	70,555	27.51	49,389
						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:	0.45	1.20	0.70	0.00	0.00	2.35	384471.04	142254.28	526725.32	205.38	170,744.02

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.**

Title of Staff Position*	2025 FTE**	2025 FTE**	2025 FTE**	2025 FTE**	2025 FTE**	2025 Total FTE	2025 Salary	2025 Taxes and	2025 Amount	2025 Wage***	2025 Requested
						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:	0.45	1.20	0.70	0.00	0.00	2.35	384471.04	142254.28	526725.32	205.38	170744.02

*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	2025 City Request
A	Restorative Justice Circle Keepers	PERSONNEL	48,277
		OTHER OPERATING	1,723
		SPACE	0
		SPECIAL COSTS	0
		TOTAL	50,000
B	YW Transit	PERSONNEL	73,079
		OTHER OPERATING	21,921
		SPACE	0
		SPECIAL COSTS	0
		TOTAL	95,000
C	Third Street	PERSONNEL	49,389
		OTHER OPERATING	0
		SPACE	611
		SPECIAL COSTS	0
		TOTAL	50,000
D	0	PERSONNEL	0
		OTHER OPERATING	0
		SPACE	0
		SPECIAL COSTS	0
		TOTAL	0
E	0	PERSONNEL	0
		OTHER OPERATING	0
		SPACE	0
		SPECIAL COSTS	0
		TOTAL	0
TOTAL FOR ALL PROGRAMS			194,999