



School-Age Child and Youth Development Services

PART 1 – ORGANIZATION NARRATIVE FORM

Submit Application to: cddapplications@cityofmadison.com

Deadline: 4:30 pm CDT, MAY 15, 2023

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 application and subsequent contract is for all organizations to present a set of opportunities within the umbrella of one contracted program for each age group, i.e. elementary, middle and high school. Only programs that involve different participants for that age group, separate staff, a different schedule and are not an activity occurring during or as part of another program should be considered a stand-alone program with a separate 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 Narrative will not be considered in the evaluation of this proposal. *Do not attempt to unlock/alter this form.* 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: Yolanda Shelton-Morris, Community Resources Manager yshelton-morris@cityofmadison.com or Mary O'Donnell, Community Development Specialist modonnell@cityofmadison.com. We are committed to assisting interested organizations understand and work 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 Jen Stoiber – jstoiber@cityofmadison.com

Legal Name of Organization:	Mentoring Positives, Inc.	Total Amount Requested:	\$ 81,417
Program(s) included in this application:	Program Name: Mentoring Positives' Leader Academy (MPLA)	Amount Requested: \$ 30,943	
	Program Type: Elementary Afterschool Multi-Focus		
	Program Name: Mentoring Positives' Leader Academy (MPLA)	Amount Requested: \$ 50,474	
	Program Type: High School Afterschool Multi-Focus		
	Program Name:	Amount Requested: \$	
	Program Type: Choose an item.		
	Program Name:	Amount Requested: \$	
	Program Type: Choose an item.		
	➤ <i>If you are applying for more than four programs please contact Jennifer Stoiber at jstoiber@cityofmadison.com</i>		
Contact Person:	Will Green	Email:	will.g@mentoringpositives.org
Organization Address:	414 Rethke Avenue	Telephone:	608-819-6200
501 (c) 3 Status:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Fiscal Agent (if no)	NA

Organizational Qualifications:

1. Organization History and Mission Statement

Mentoring Positives' (MP) Mission Statement is.. Mentoring Positives is committed to building strong, trusting relationships, positives attitudes, and life skills in youth through mentoring and social entrepreneurship. Our organization history starts in 2004 when we were founded by Will Green. MP has been supporting vulnerable, high-risk children of color in the low-income Darbo neighborhood of Madison for almost 20 years. Our Executive Director Will Green, and his wife, Assistant Director/Social Worker, Becky Green, have a combined 60 years of experience working with youth in residential treatment, the juvenile justice, and the foster care system. Both have extensive experience working with kids that have experienced trauma and/or have been involved in violent behaviors. They have worked in the Madison Metro School District, as juvenile probation officers, as treatment foster parents, and as case managers for youth who have behavioral and mental health issues. MP started as a referral-based, 1:1 mentoring program and has evolved to a number of group mentoring programs where we believe "the hook is the key", meaning we have created various "hooks", ie: such as basketball, arts & crafts, employment, and other positive activities to engage youth and increase their leadership, and other skills.

2. Describe your organization's experience implementing programming described in the School-Age Child and Youth Development Service Continuum and relevant to the programs you propose in this application. List all current school-age child and youth programs with their inception date.

Because Mentoring Positives has been a part of the Darbo/Worthington Park neighborhood for over 19 years, we have developed a positive rapport with other service providers and organizations, as well as the mutual respect of the Darbo neighborhood youth, and their families. Mentoring Positives staff have worked in the juvenile justice system, the Madison Metro School District, the Dane County Foster Care system, and the mental health system for many years. We are aware and knowledgeable of the many resources in the community and have continued to refer others to the many wonderful resources we have in Madison.

We have provided programming described in the School-Age Child and Youth Development Service Continuum (and these programs that we are requesting funds from this RFP), called the MP Leader Academy, since 2008. With funding from the City of Madison, we have provided elementary, middle school and high school aged after-school programs for 15 years. The MPLA has focused on providing curriculum related to leadership development, increased social skills, and social-emotional learning, as well as providing recreation, reading, arts and crafts, and other enrichment activities.

3. Describe any significant changes or shifts at your agency since 2019 or anticipated changes in the next two years. For example changes in leadership, turnover of management positions, strategic planning processes, expansion or loss of funding. What, if any affects have or will these changes make regarding the agency's ability to provide proposed services? If there are no changes, write "No changes".

Though there have been no "significant" changes in the last 3 years, we have adjusted our past funding for the School-Age Child and Youth programming due to the changes in the demographics of the Darbo neighborhood. In past years, we have provided generally more middle school and high school aged mentoring groups, but during 2021, we found more elementary aged youth were needing additional programming and support. We implemented two elementary MPLA groups for youth in the Darbo neighborhood to fill a need in the neighborhood. For this RFP, we will be applying for both the elementary and the high school programs.

In addition, we anticipate some changes in the next two years in that MP has been working with the City of Madison to implement parts of the Darbo/Worthington Park Neighborhood Plan. Though we will continue to provide programming to the youth in the neighborhood, we will have a hands on approach to addressing many of the needs of the youths' family members as well. We are currently in the strategic planning process of incorporating the

neighborhood plan ideas, in collaboration with the City of Madison staff. Our hope is that this will come in the form of the "Darbo Dream Center", which MP will lead, and partner with other Madison non-profit agencies, to be a holistic approach to supporting the Darbo neighborhood residents through a number of different programming and services to empower and strengthen the neighborhood.

4. Describe your organization's experience, education and training requirements for management and school-age child and youth program staff. Include how you support these requirements and other professional development opportunities.

Mentoring Positives management staff have over 60 combined years of working with youth. MP Founder/Director Will Green has a degree in Psychology and Assistant Director, Becky Green has a degree in Social Work. Along with their education and past work experiences, working in a residential treatment center, as juvenile justice probation officers, as a case manager for youth with mental illnesses, as a special education assistant in the Madison Metro School District, as treatment foster parents for Dane County, and as coaches in high school sports, Will and Becky bring a great deal of experience and knowledge working with youth in the school, foster care, juvenile justice and mental health systems. They also provide on-site training for all MP staff and volunteers who work with youth at MP.

MP staff are trained in identifying and implementing a strengths-based approach in working with our youth and to ensure a culture of high expectations. In addition, they have provided direct supervision for student interns from the Criminal Justice Certificate Program and the Bachelors and Masters Degree Social Work students at UW-Madison for over 20 years. All youth program staff at MP have a degree related to working with youth, and/or have at least 2 years experience working in direct care. One way we support professional development is to provide trainings at least 2x a calendar year to staff, but to also bring in speakers and other leaders in the field of youth work to train our staff. Lastly, MP staff encourages MP staff to attend conferences and other trainings to learn more about their work with youth and will allow them time off, as well as pay for some of these professional development opportunities.



School-Age Child and Youth Development 2023 Request for Proposals PART 2 - Program Narrative Form

Submit Application to: cddapplications@cityofmadison.com

Deadline: 4:30 p.m. (CDT) on **May 15, 2023**

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

Part 2 – Program Narrative Form MUST be completed for EACH PROGRAM for which you are asking for funds.

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 Narrative will not be considered in the evaluation of this proposal. *Do not attempt to unlock/alter this form.* Font should be no less than 11 pt.

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Legal Name of Organization:	Mentoring Positives, Inc.	Total Amount Requested for this Program:	\$ 30,943
Program Name:	MP Leader Academy- Elem (Program A)	Total Program Budget:	\$ 66,827
Program Contact:	Will Green	Email: will.g@mentoringpositives.org	Phone: 608-819-6200

AGE Group and Program TYPE: Select ONE Program Type under ONE Age Group for this form.

Elementary

- Multi-focus School Year Only Multi-focus Summer Only
- Multi-focused Year Round Topical/ Skill/Population

Middle School

- Multi-focus School Year Only Multi-focus Summer Only
- Multi-focused Year Round Topical/ Skill/Population

High School

- Multi-focus School Year Only Multi-focus Summer Only
- Multi-focused Year Round Topical/ Skill/Population

PLEASE NOTE: Separate applications are required for each age group and 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: Briefly describe the need in the City of Madison for the programs included in this application, including the source of the data used in your response.

For almost 20 years, Mentoring Positives has primarily served Madison's Darbo Worthington neighborhood. No other agency or operation has served this Neighborhood Resource Team (NRT) neighborhood longer or in such depth so we are very familiar with the terrain and the fine grain detail of life. Sadly, most of the familiar, well-documented disparities experienced by Darbo residents and other low income neighbors even before the Covid crisis haven't improved significantly (Race to Equity, Race to Equity Update, UW 2021 Wisconsin Population Health and Equity Report Card).

By some measures, like food access or violent crime, the data shows minor improvement through the recent crisis. For example, Madison Dane County Public Health on-line "Violent Crime Trends in Madison" shows a slight decline based on MPD data from January 2018-June 2022. Unfortunately, these small gains may be fleeting as pandemic era social programs are coming to an end. Cuts in food stamps will surely mean many families' food access will be reduced just as inflation and recession create greater hardship. Assuming a relationship between food insecurity, economic desperation and violent crime, we can anticipate those slight gains being quickly reversed.

While we all recognize the seemingly never-ending crises in low income communities, you have also correctly identified the critical, growing additional layer of need regarding healing collective trauma and individual's mental health. In the City's "Building Human Capital: School-Age Child and Youth Development 2023 Policy Paper", it's clearly established that: "Analysis of 2023 community input from both youth and adults, showed a strong desire for more activities that support wellness and social emotional learning to address the increased mental health needs of youth program participants."

The anecdotal evidence, meaning our individual and shared real life experiences, is overwhelming as we're all seeing and feeling it everyday. The science is also clear and fairly indisputable. The Kaiser Family Foundation's 2021 "Mental Health and Substance Use Considerations Among Children During the COVID-19 Pandemic" shares the sad truth that "...in May 2020, shortly after the pandemic began, 29% said their child's mental or emotional health was already harmed; more recent research from October 2020 showed that 31% of parents said their child's mental or emotional health was worse than before the pandemic."

The need is clear and effective action now may help prevent other indicators like violent crime returning to pre-pandemic levels. One of the hallmarks of MP's work has been to help disadvantaged youth develop soft skills and also explicitly address their emotional and psychological needs. Our plan for addressing the growing crises among youth builds on years of impactful practice and we're confident we can make a real difference in their lives

- B. Goal Statement: What is the goal of your program and how does it align with the scope of work described in the RFP guidelines?

The goal for Mentoring Positives Leader Academy is to work with at least 20 low-income youth of color to increase their social-emotional assets and build positive competencies that complement in-school learning and development during out-of-school time. This season's programming serving elementary aged youth in Darbo Worthington will have a special emphasis on both "health and wellness" and "building community connections". Beyond just arts & crafts or trips to the park, our programming will interweave these standard programming elements with more impactful messages about how they connect with students' personal health and wellness needs.

Our programming can help even the youngest participants feel more in control of their own health and wellness. For example, we can help participants understand how even simple outdoor activities like playing in the park are a way to connect with nature, engage in healthful exercise, reduce stress and feel more connected with their neighborhood. In addition, group mentoring allows MP staff real-

time intervention and guidance with any negative social interactions youth may have with their peers which can be addressed and taught while youth are "in the moment"

With MP's many community projects and entrepreneurial efforts, program participants will be exposed to positive role models taking action and making a difference. Seeing the work of slightly older youth involved with MP's Off The Block Salsa and Pizza, and those assisting with Darbo neighborhood events will give them aspirational figures from their own community working for positive change.

Perhaps even more powerful, as the City of Madison's Darbo Neighborhood Plan is unveiled and implemented, neighborhood children are going to see how residents working together can create change and a better tomorrow. In addition to teaching traditional soft skills, social-emotional communication and self-care, we are going to teach these children to dream and dream big because in Darbo people make things happen and dreams come true.

C. Program Summary (3-5 sentences):

MPLA has a proven track record of providing impactful programming to disadvantaged youth. For almost 20 years, MP has specifically provided services addressing social-emotional learning, other soft skills and career exploration and counseling. MP has the experience and programming to help youth manage the stresses of their complex lives while also addressing their mental health and other wellness needs. Perhaps most importantly, MP can also give youth a hopeful vision for the future by connecting them with our dense networks of community partners and career opportunities.

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 this population was involved in the development of this program proposal.

The overwhelming majority of program participants will be low to moderate income African American youth from the Darbo Worthington Neighborhood. A few participants may also be recruited from other Eastside neighborhoods including the La Follette High School service area.

MP does continuous quality improvement of it's programming and events by soliciting direct feedback from participants and parents. With our longtime, deep roots in the community we serve, we are constantly talking to participants, parents and community partners about how best to serve the youth.

Perhaps most importantly, our direct personal relationship with participants allows us to get feedback from them about how our work fits their needs. While baseline activities for participants are similar for all, we do tailor individuals' experience to their specific situation.

*2022 Numbers, below, only reflect 2022 participants from our MP Leader Academy (not ALL MP programs).

B. 2022 Participant Demographics (if applicable):

Race	# of Participants	% of Total Participants
White/Caucasian	2	4
Black/African American	34	73
Asian	0	0
American Indian/Alaskan Native	0	0
Native Hawaiian/Other Pacific Islander	0	0
Multi-Racial	11	23
Balance/Other	0	0
Total:	47	
Ethnicity		
Hispanic or Latino	0	0
Not Hispanic or Latino	47	100

Total:	47	
Gender		
Boy/Man	20	43
Girl/Woman	27	57
Non-binary/GenderQueer	0	0
Prefer Not to Say	0	0
Total:	47	

- C. Language Access and Cultural Relevance: Please describe how the proposed program will serve non-English speaking youth and/or their families. Describe how the proposed program will be culturally relevant to the population served.

We anticipate all the program participants will be native english speakers. Due to Darbo's multi-ethnic and multi-national population, we always have translation and other support systems in place targeting key demographic groups. We are actively working with Dane County Department of Human Services Immigration Affairs Supervisor Fabiola Hamdan and leaders from the African Center to ramp up our capacity to engage Latinx and African immigrant youth and families.

Rooted in a traditionally African American neighborhood, MPLA's programming is tailored to the experiences and needs of youth in the community. While most of the programming includes standard, universal activities, they are conducted and presented in the context of their particular experience as African American youth in Darbo specifically.

- D. Recruitment, Engagement, Intake and Assessment: Describe your plan to recruit, engage and address barriers to participation for the identified service population. Explain the intake and assessment procedure you will use for this program.

Youth very often self-refer or invite their friends to accompany them to Mentoring Positives programming. However, Mentoring Positives does recruit and engage youth by being extremely integrated and engaged in the Darbo/Worthington Park neighborhood. Recruitment strategies include:

- *Recruitment of youth will be begin with youth, (and their siblings) that have been attending our MPLA group mentoring sessions throughout the years.

- *Recruitment of youth living or having family relations in Darbo by distributing a professionally produce and printer brochure about MPLA to every household

- *Communication with counselors and principals at local elementary schools, especially Lowell Elementary School (where a number of our Darbo youth attend), and with social workers in our network, using new promotion materials highlighting our MPLA program

- *Referrals taken from our connection with the Darbo Neighborhood Police Officer, and the local Joining Forces For Families (JFF) social worker.

Intake procedures include an initial contact with interested youth and/or their parents. A formal orientation with the youth and their parent/guardians describing the program as well as noting expectations for participation will then occur. All youth are required to have their parent/guardian complete an application,with permission slips, and release of information forms completed so that their child can participate in Mentoring Positives programming. Once the youth has been accepted into the program, they will take the pre DESSA Assessment via the on-line Aperture program to get a baseline of their social and emotional competencies.

3. PROGRAM DESCRIPTION AND STRUCTURE

- A. Activities: Describe your proposed program activities. If applicable, describe any evidence, research, proven curriculum or documentation of promising practice that supports the programming or service proposed.

We organize our youth activities into a 3-phase personal growth program called the White, Red, and Black Zones. In the White Zone, (MPLA-Elementary, for this proposal), we focus on the social-emotional needs and leadership development of our young participants through our mentoring groups. We

track and monitor White Zone youths' participation, social-emotional strengths and needs, and personal goals in our assessment tool, Aperture. Youth will take an initial assessment called the DESSA (Devereux Student Strengths Assessment) Directly tied to the DESSA assessment is the CASEL framework, which includes social/emotional competencies; self-awareness, self-management, social awareness, responsibly decision making and relationship skills.

Our Elementary School aged youth, for this proposal, will participate in 4x a week, after-school, group mentoring sessions where they will have structured activities and discussions related to increasing their social/emotional competencies and leadership skills. MP staff will encourage youth to learn numerous ways to address their feelings and emotions appropriately. We plan to share videos, create discussions and activities related to de-escalation, meditation, and conflict resolution, as an example. Youth are then able to participate in recreational, team-building, and other positive activities, including but not limited to; music, arts & crafts, basketball, and other structured games. During these activities, youth are then able to practice their skills while interacting with MP staff and their peers. Our youth are required to participate in these activities in order to participate in community field trips as well. An example of these field trips could include visiting the Madison Public Library, the local YMCA, sports/recreational sites, and local parks, etc.

MPLA has historically focused on leadership and social and emotional skill building in youth. We are currently piloting an additional element to our group mentoring. We have started working with Dr. Jeffrey Lewis, who facilitates Natural Circles of Support. "Natural Circles of Support is committed to building sustaining supportive relationships using the strengths of students, families and teachers to eliminate racial disparities and ensure the success of African American students in schools." This innovative partnership allows youth to bring these supports from the youths' school, into their neighborhood and after-school programming with MP. This consistency with encouraging and supportive adults in their schools and their community, will enhance the positive development of the youths' social and emotional well-being.

- B. Program Schedule: If you are proposing to provide a program at more than one location and the program schedule is the same for all locations, please list all of the locations in the "Location(s)" cell in Table 1 below. If the program schedules vary amongst locations, please complete Table 2 and the question following the tables.

Table 1

Location(s): MP Clubhouse/414 Rethke Avenue			
Day of the Week	Time of Year	Start Time	End Time
Monday	School Year	4:30pm	7:30pm
	Summer		
Tuesday	School Year	4:30pm	7:30pm
	Summer		
Wednesday	School Year	4:30pm	7:30pm
	Summer		
Thursday	School Year	4:30pm	7:30pm
	Summer		
Friday	School Year		
	Summer		
Saturday	School Year		
	Summer		
Sunday	School Year		
	Summer		

Table 2

Location(s):			
Day of the Week	Time of Year	Start Time	End Time
Monday	School Year		

	Summer		
Tuesday	School Year		
	Summer		
Wednesday	School Year		
	Summer		
Thursday	School Year		
	Summer		
Friday	School Year		
	Summer		
Saturday	School Year		
	Summer		
Sunday	School Year		
	Summer		

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

- C. Frequency, Duration and Anticipated Attendance: Please complete the table below. If you are proposing to provide a program at more than one location and the program structure is the same for all locations, please list all of the locations in the "Location(s)" cell in the table below. If the program structure varies amongst locations, please complete the rows for "Location #2" and the question following the table for any additional program locations.

	Frequency*	# of Program Hours Per Program Day	Annual Duration**	Adult to Youth Ratio	Anticipated Average Attendance per Program Day
Location #1: MP Clubhouse					
School Year	4x a week	3	38 weeks	10:2	10
Summer					
Location #2 (if applicable):					
School Year					
Summer					

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

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

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

There may be some field trips and sporadic use of Worthington Park and the Salvation Army Community Center, right in the Darbo neighborhood, for all four days of programming.

4. ENGAGEMENT, COORDINATION AND COLLABORATION

- A. Family Engagement: Describe how your program will engage parents/guardians and families in the development of this proposal, and how they will be involved in the implementation and assessment of the program activities.

MP has done almost two decades of work building ties and engaging families in the Darbo Worthington neighborhood. Most of the families know our work and seek out engagement with us on opportunities for their children. In some cases, we've been working with certain neighborhood youth as children and all the way through their teen years.

Because our target population is in a narrowly defined geographic area, dense existing social networks also facilitate more regular and more natural family engagement. Many of the parents or guardians of program participants are involved in other MP or neighborhood activities. There are many regular, on-going opportunities for program participants, MPLA staff and families to interact and check in on programming effectiveness and impact.

These regular, community based interactions are especially important. Parents who pick-up or drop off elementary age students have more regular access to staff to check in or make suggestions. While the majority of program activities will be led by staff, select parent volunteers may be invited to help as guest speakers or chaperones. Parents are always welcome to sit in and participate in any of MP's group mentoring sessions in which their child participates.

B. Neighborhood/Community Engagement: Describe how your program will engage 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.

Simply put, there is no other community organization in any NRT neighborhood in Madison with the depth and breadth of consistent and impactful grassroots community engagement as MP. Years and years of direct, hands-on relationship building with the youth and their families is only part of the story. While mentoring disadvantaged youth is what defines the organization, community and economic development in the entire Darbo Worthington neighborhood is also central to MP's work.

MP has consistently engaged Darbo neighbors in years of community building activities and consciously drawn residents into discussions about what they want to see happen as the neighborhood is revitalized. The clearest example of this work may be the community led redesign and redevelopment of Worthington Park proper. A somewhat more obscure but maybe more significant example is the unprecedented amount of neighborhood talking and thinking that was captured in the City's 2017 approved neighborhood plan.

As the neighborhood moves forward with ambitious plans for the future, MP is already organizing critical systems and activities to consolidate residents' leadership and input on critical decisions that affect their lives. Most significantly, MP has convened the Darbo Council consisting of mostly neighborhood mothers. Darbo Council activists are undergoing intensive, professional leadership development training so they can sustain and amplify neighbors' voices and influence in the neighborhood. MP and the Darbo Council are already planning a packed summer calendar including monthly community meals, community engagement booths at Parks' Alive event, the Annual Darbo Peace Walk and even a Darbo Health and Wellness Fair later in the season.

Conscious of the need to engage and inform our broad base of support throughout the wider community, MP has plans in motion to manage engagement of groups and individuals outside of the immediate neighborhood. A main feature of this effort will be "Telling Darbo's Story" by expanding social media, especially podcasting and social media posting. Another aspect will be the launch of the Friends of Darbo Worthington which will create a structured, manageable way of sharing information and engaging participation with a much broader base of community supporters.

C. Collaboration: Please complete the table below and respond to the narrative questions regarding program collaboration with community partners.

Partner Organization	Role & Responsibilities	Contact Person	Signed MOU (Yes/No)?
Salvation Army Community Center	Use of gym & classroom space	Chris Casey	In progress

City of Madison Neighborhood Resource Team	Support/collaboration with Darbo neighborhood leaders	Meghan Blake-Horst, Steve Sundstrom	No
DCDHS Immigration Affairs	Translation/community-building	Fabiola Hamdan	No
African Center	Translation/community-building	Tunji Lesi	No
Darbo Council	Parental engagement/community building	Will Green	This is an MP program
Circles of Support	Supportive group exercises for youths' emotional well-being	Dr. Jeffrey Lewis	No

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

NA

How do these partnerships enhance this proposal?

These partners enhance this proposal as they are all essential supports, not only to MP staff, but to all of our youth participants and their families. In addition, these partners have a vast knowledge of resources that can be shared with MP participants and their families. Lastly, all of these partnerships have an investment in the Darbo community and they care about empowering the residents.

Examples of these enhancements include, but not limited, is utilizing the Salvation Army Community Center gym and classroom spaces is a benefit in that it is in the heart of the neighborhood and close to those youth who reside directly in Darbo. Working collaboratively with the City of Madison Neighborhood Resource Team (NRT) also ensures that MP programming is aligning with all of the City priorities, including the priorities for the Neighborhood Plan, and coordinating positive events, such as the Parks Alive summer events. In addition, resources shared in the monthly NRT meetings by others can be shared by MP staff to youth and families participating in our programs.

What are the decision-making agreements with each partner?

These are "volunteer-based", collaborative partnerships. All of the partners listed above have a shared commitment to the youth and families MP serves.

- D. Resource Linkage and Coordination: What resources are provided to participants and their families by your proposed program? How does the program coordinate and link families and participants to these resources?

MP staff share printed and electronic flyers, and other documents shared to/from these partners. In fact, our High School aged youth will be delegated to hand out flyers to households in the Darbo neighborhood throughout the year. Most importantly, these youth share any upcoming Darbo Council, or City of Madison events that are planned so that maximum participation of the Darbo residents is being had. Prior to and during flyer distributions, MP staff talk to the youth about the importance of giving back to their community as well as having a sense of "ownership" and community well-being and engagement.

5. PROGRAM QUALITY, OUTPUTS, OUTCOMES AND MEASUREMENT

- A. Madison Out-of-School Time (MOST) Effective Practices: Please describe how each of the seven basic elements are addressed by your proposed program design. How will you monitor the program during implementation to assess continued alignment with the [MOST Effective Practices](#)? Are there any other program quality standards, tools or measurements that you use with this program? If yes, please list and describe.

Mentoring Positives Leader Academy program design addresses seven of the basic elements of MOST. We are intentional about our program design in that we have clear, focused goals that are aligned with community and client needs, we offer a variety of activities that ensure the development and skills of

the youth, and we are continually incorporating the strengths and interests of the youth to offer them opportunities to take initiative, explore their leadership skills and be creative.

Mentoring Positives staff have supportive relationships with youth as we are dedicated, reliable, and develop trust and consistent positive guidance in our role as mentors in the community. We believe that youth can develop the skills to become leaders and have high expectations of participants. In addition, Mentoring Positives consistently partners with our youth participants as we are always respectful and recognize that their contributions and opinions matter. We engage the youth in Mentoring Positives Leader Academy when we informally ask for their feedback on programming and give them options when planning our activities. Youth are encouraged to become peer leaders when participating in our program, showing other youth how to develop their skills to become our future community leaders, whether in their homes, schools, jobs, or neighborhoods.

Mentoring Positives continues to be an organization that creates a safe and inclusive environment for all youth. Over 70% of youth we serve are youth of color. Our staff and board also represent the racial and cultural backgrounds of the youth. Mentoring Positives staff are trained in identifying and implementing a strengths-based approach in working with our youth and to ensure a culture of high expectations.

Mentoring Positives' continued commitment and dedication to Madison's east side youth, specifically the Darbo/Worthington Park neighborhood, is one of the priorities of our agency's strategic plan. We are embedded in the neighborhood and take an active role in continuously engaging the residents. We involve the Mentoring Positives Leader Academy youth participants in handing out flyers, encouraging community involvement in the City of Madison Neighborhood Resource Team (NRT) activities and in supporting the other organizations in the Darbo neighborhood. We are always seeking feedback from our community to offer partnerships and programming that is responsive to the needs of the youth and their families.

Mentoring Positives' program remains sustainable as we have offered the Mentoring Positives Leader Academy to youth for many years. We continue to provide free programming for youth living in the Darbo/Worthington Park neighborhood, with support from the City of Madison funding. In fact, we successfully serve more youth each year, even without additional funding. Mentoring Positives staff understand our mission, have regular and ongoing program and individual oversight. We have developed our "Off the Block" salsa and pizza social enterprise for youth as a way to gain financial sustainability to support our non-profit work. Mentoring Positives also implements ongoing collection of data and evaluation, via an on-line program called Apeture. With the Apeture program, youth take the DESSA assessment, at least 2x a year, to assist program staff in not only assessing the youths' individual social and emotional competencies, but also allows us to see which competencies youth may be lacking so that we can adjust our curriculum to fit the needs of the youth and to build these competencies.

Mentoring Positives provides youth participants an environment that is safe and encourages them to become healthy adults, not only physically, but emotionally, specifically by assisting them in continually improving their relationships with those in their homes, schools and community. Mentoring Positives focuses on the emotional health of youth as we are committed to our evidence-based curriculum where we are developing social-emotional assets in youth. Mentoring Positives has created a culture and environment where youth are not only held accountable, but are seen and heard, and especially, cared about. Our ultimate goal is to create a space where youth feel honored and secure so that they are able to enhance their relationships with others and to grow to become leaders for others. We are also in tune with the many factors that negatively impact youth and their ability to make good decisions thus are supportive of their growth and maturity as they go through life's many hurdles.

Finally, Mentoring Positives will regularly reflect on the seven building blocks of MOST's best practices so that we ensure that youth receive the best programming possible. We believe that our youth deserve this.

B. Program Outputs - Unduplicated School-Age Children or Youth and Program Hours

Total Annual Unduplicated Children or Youth participating in proposed program: 20

Total program hours annually: 456

C. Program Outcomes

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

MP utilizes the on-line Aperture program to collect pre & post DESSA assessments of youth participants' social and emotional competencies. We are able to guide our curriculum to focus on building these competencies in youth, a number of times throughout the school year. This allows us to prioritize competencies that may need more attention to ensure the youth are gaining positive strides. With Aperture, we can also individualize the youths' goals and set "challenges" for them to continuously encourage them to reach their goals.

Please identify at least one Program Outcome for your proposed program(s), from the RFP Guidelines 1.4, that you will track and measure. Complete the table(s) below.

Outcome Objective #1: Youth will increase their social/emotional competencies while participating in MP Leader Academy				
Performance Standard	Targeted Percent	80%	Targeted Number	16
Measurement Tool(s) and Comments: Aperture program/DESSA pre & post assessments				

Outcome Objective #2: Youth will learn about community engagement by flyering for, or assisting in at least one Darbo community event.				
Performance Standard	Targeted Percent	80%	Targeted Number	16
Measurement Tool(s) and Comments: Attendance taken at group discussions, flyer sessions, community events				

Outcome Objective #3: Youth will set at least one educational and one career goal				
Performance Standard	Targeted Percent	100%	Targeted Number	20
Measurement Tool(s) and Comments: Documentation of discussions & Aperture program				

If necessary, add additional outcome objectives, performance standards, targeted percent, targeted number, and measurement tools:

NA

D. 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?

MP staff keep a detailed log of each group mentoring session. Aperture goals and assessment results will be gathered regularly. Expenses will be monitored via Quickbooks, bank statements and reviewed by a bookkeeping/accounting firm.

6. **PROGRAM LOCATION**

A. Address(es) of the site where programs will occur:

414 Rethke Avenue, Madison, WI (MP's Clubhouse)

3030 Darbo Drive, Madison, WI (Salvation Army Community Center)

7. PROGRAM STAFFING AND RESOURCES:

- A. Program Staffing: Full-Time Equivalent (FTE) – Include employees, AmeriCorps members and Adult Interns with direct program implementation responsibilities. FTE = % of 40 hours per week.

*Use one line per individual employee

Position Title	Qualifications or Required Training	Location(s)	Indicate School Year (SY), Summer (SU) or Year-Round (YR)	SY or YR FTE	Summer Only FTE
Executive Director	Bachelors Degree in Psychology, 30+ yrs of experience	MP Clubhouse	<input type="checkbox"/> SY, <input type="checkbox"/> SU or YR <input checked="" type="checkbox"/>	0.17	
Assistant Director	Bachelors Degree in Social Work, 30+ yrs of experience	MP Clubhouse	<input type="checkbox"/> SY, <input type="checkbox"/> SU or YR <input checked="" type="checkbox"/>	0.17	
Education Program Coordinator	Bachelors Degree in Psychology/5+ yrs in Education field	MP Clubhouse	<input type="checkbox"/> SY, <input type="checkbox"/> SU or YR <input checked="" type="checkbox"/>	0.46	
Specialized Mentor	+2 yrs experience	MP Clubhouse	<input checked="" type="checkbox"/> SY, <input type="checkbox"/> SU or YR <input type="checkbox"/>	0.29	
Specialized Mentor	+2 yrs experience	MP Clubhouse	<input checked="" type="checkbox"/> SY, <input type="checkbox"/> SU or YR <input type="checkbox"/>	0.29	
			<input type="checkbox"/> SY, <input type="checkbox"/> SU or YR <input type="checkbox"/>		
			<input type="checkbox"/> SY, <input type="checkbox"/> SU or YR <input type="checkbox"/>		
			<input type="checkbox"/> SY, <input type="checkbox"/> SU or YR <input type="checkbox"/>		
Please complete the total FTE for the applicable time period	School Year:			0.58	
	Year-Round			0.8	
	Summer				

Volunteers: If volunteers will have direct contact with program participants, how are they vetted, trained and supervised?

MP will use volunteers in the form of student interns from the Bachelors & Masters Social Work program, as well as Bachelor level students in the UW's Criminal Justice Certificate program. Background checks and formal interviews are done with all volunteers. On-boarding and orientation are done with all interns, prior to any direct service, specifically related to trauma-informed care, child/youth development, and strength based work with youth and families. Continuous and on-going training is done by MP senior staff, as well as offering interns the opportunity to attend local conferences or trainings related to working with youth. Interns are supervised by senior staff and have weekly check-ins regarding their roles and responsibilities, including discussions about any ethical issues and continuous improvement ideas.

- B. Other program Resources/Inputs (such as program space, transportation or other resources necessary for the success of your program):

Generally, youth live in the Darbo neighborhood, thus transportation is not an issue. However, some youth do need assistance with rides to/from programming.

8. BUDGET

- A. The budget should be submitted with the proposal using the template provided in an Excel document or a PDF. There are five tabs within the Excel spreadsheet: Cover Page, Organization Overview and one sheet for the Program Budget for each age group. The Cover Page, Organizations Overview and relevant Program Budgets must be submitted with this document for a proposal to be complete.

The budget template can be found on the [CDD Funding Opportunities website](#).

9. 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.

NA

B. Disclosure of Contract Failures, Litigations

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

NA



School-Age Child and Youth Development 2023 Request for Proposals PART 2 - Program Narrative Form

Submit Application to: cddapplications@cityofmadison.com

Deadline: 4:30 p.m. (CDT) on **May 15, 2023**

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

Part 2 – Program Narrative Form MUST be completed for EACH PROGRAM for which you are asking for funds.

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 Narrative will not be considered in the evaluation of this proposal. *Do not attempt to unlock/alter this form.* 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: Yolanda Shelton-Morris, Community Resources Manager yshelton-morris@cityofmadison.com or Mary O'Donnell, Community Development Specialist modonnell@cityofmadison.com. We are committed to assisting interested organizations understand and work 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 Jen Stoiber – jstoiber@cityofmadison.com

Legal Name of Organization:	Mentoring Positives, Inc.	Total Amount Requested for this Program:	\$ 50,474
Program Name:	MP Leader Academy (MPLA)- HS (Program C)	Total Program Budget:	\$ 101,522
Program Contact:	Will Green	Email: will.g@mentoringpositives.org	Phone: 608-819-6200

AGE Group and Program TYPE: Select ONE Program Type under ONE Age Group for this form.

Elementary

- Multi-focus School Year Only Multi-focus Summer Only
- Multi-focused Year Round Topical/ Skill/Population

Middle School

- Multi-focus School Year Only Multi-focus Summer Only
- Multi-focused Year Round Topical/ Skill/Population

High School

- Multi-focus School Year Only Multi-focus Summer Only
- Multi-focused Year Round Topical/ Skill/Population

PLEASE NOTE: Separate applications are required for each age group and 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: Briefly describe the need in the City of Madison for the programs included in this application, including the source of the data used in your response.

For almost 20 years, Mentoring Positives (MP) has primarily served Madison's Darbo Worthington neighborhood. No other agency or operation has served this Neighborhood Resource Team (NRT) neighborhood longer or in such depth so we are very familiar with the terrain and the fine grain detail of life. Sadly, most of the familiar, well-documented disparities experienced by Darbo residents and other low income neighbors even before the Covid crisis haven't improved significantly (Race to Equity, Race to Equity Update, UW 2021 Wisconsin Population Health and Equity Report Card).

By some measures, like food access or violent crime, the data shows minor improvement through the recent crisis. For example, Madison Dane County Public Health on-line "Violent Crime Trends in Madison" shows a slight decline based on MPD data from January 2018-June 2022. Unfortunately, these small gains may be fleeting as pandemic era social programs are coming to an end. Cuts in food stamps will surely mean many families' food access will be reduced just as inflation and recession create greater hardship. Assuming a relationship between food insecurity, economic desperation and violent crime, we can anticipate those slight gains being quickly reversed.

While we all recognize the seemingly never-ending crises in low income communities, you have also correctly identified the critical, growing additional layer of need regarding healing collective trauma and individual's mental health. In the City's "Building Human Capital: School-Age Child and Youth Development 2023 Policy Paper", it's clearly established that: "Analysis of 2023 community input from both youth and adults, showed a strong desire for more activities that support wellness and social emotional learning to address the increased mental health needs of youth program participants." The anecdotal evidence, meaning our individual and shared real life experiences, is overwhelming as we're all seeing and feeling it everyday. The science is also clear and fairly indisputable.

The Kaiser Family Foundation's 2021 "Mental Health and Substance Use Considerations Among Children During the COVID-19 Pandemic" shares the sad truth that "...in May 2020, shortly after the pandemic began, 29% said their child's mental or emotional health was already harmed; more recent research from October 2020 showed that 31% of parents said their child's mental or emotional health was worse than before the pandemic." The need is clear and effective action now may help prevent other indicators like violent crime returning to pre-pandemic levels. One of the hallmarks of MP's work has been to help disadvantaged youth develop soft skills and also explicitly address their emotional and psychological needs. Our plan for addressing the growing crises among youth builds on years of impactful practice and we're confident we can make a real difference in their lives.

- B. Goal Statement: What is the goal of your program and how does it align with the scope of work described in the RFP guidelines?

The Mentoring Positives' Leader Academy (MPLA) works to address the immediate social and emotional needs of the disadvantaged youth we serve but also aims to help them find a life of meaning and purpose. Through direct personal counseling, community engagement work and exposing them to a wide range of possible career opportunities, MPLA participants hone their social-emotional skills, address mental health issues and can envision a more hopeful future for themselves.

At this specific moment, MPLA is positioned to have an even greater impact on young adults' hopes for the future than ever. Traditionally, MP has used recreational basketball programming as the hook to recruit neighborhood youth. Between drills and games, participants receive socio-emotional, financial literacy and career plan counseling. In recent years, MP has developed the Off The Block (OTB) Salsa and Pizza brand. Off The Block allows youth to participate in all aspects of a new and growing food business. Whether it's canning the salsa or doing direct sales to the public, Off The Block teaches real life work skills and might also inspire them to become entrepreneurs themselves.

Now, in addition to these well established tools for attracting and inspiring young adults, MP is about to unveil it's most ambitious and impactful initiative. The long awaited City of Madison Neighborhood Plan will create unique opportunities for program youth to be exposed to careers ranging from planning, development, business start-ups, community engagement and all aspects of the

neighborhood revitalization process. Youth participating in MPLA will not only benefit from almost 20 years of direct experience serving this target population and the existing group mentoring, basketball and OTB programs. Now, they will get a unique experience no one else can offer as they participate in this intensive community driven initiative, in collaboration with the City's neighborhood plan.

C. Program Summary (3-5 sentences):

MPLA has a proven track record of providing impactful programming to disadvantaged youth. For almost 20 years, MP has specifically provided services addressing social-emotional learning, other soft skills and career exploration and counseling. MP has the experience and programming to help youth manage the stresses of their complex lives while also addressing their mental health and other wellness needs. Perhaps most importantly, MP can also give youth a hopeful vision for the future by connecting them with our dense networks of community partners and career opportunities.

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 this population was involved in the development of this program proposal.

The overwhelming majority of program participants will be low to moderate income African American youth from the Darbo Worthington Neighborhood. A few participants may also be recruited from other Eastside neighborhoods including the La Follette High School service area.

MP does continuous quality improvement of it's programming and events by soliciting direct feedback from participants and parents. With our longtime, deep roots in the community we serve, we are constantly talking to participants, parents and community partners about how best to serve the youth.

Perhaps most importantly, our direct personal relationship with participants allows us to get feedback from them about how our work fits their needs. While baseline activities for participants are similar for all, we do tailor individuals' experience to their specific situation.

B. 2022 Participant Demographics (if applicable):

Race	# of Participants	% of Total Participants
White/Caucasian	2	4
Black/African American	34	73
Asian	0	0
American Indian/Alaskan Native	0	0
Native Hawaiian/Other Pacific Islander	0	0
Multi-Racial	11	23
Balance/Other	0	0
Total:	47	
Ethnicity		
Hispanic or Latino	0	0
Not Hispanic or Latino	47	100
Total:		
Gender		
Boy/Man	20	43
Girl/Woman	27	57
Non-binary/GenderQueer	0	0
Prefer Not to Say	0	0
Total:	47	

C. Language Access and Cultural Relevance: Please describe how the proposed program will serve non-English speaking youth and/or their families. Describe how the proposed program will be culturally relevant to the population served.

We anticipate all the program participants will be native English speakers. Due to Darbo's multi-ethnic and multi-national population, we always have translation and other support systems in place targeting key demographic groups. We are actively working with DCHSS Immigration Affairs Supervisor Fabiola Hamden and African Center community activists to ramp up our capacity to engage Latinx and African immigrant youth and families.

Rooted in a traditionally African American neighborhood, MPLA's programming is tailored to the experiences and needs of youth in the community. While most of the programming includes standard, universal activities, they are conducted and presented in the context of their particular experience as African American youth in Darbo specifically.

- D. Recruitment, Engagement, Intake and Assessment: Describe your plan to recruit, engage and address barriers to participation for the identified service population. Explain the intake and assessment procedure you will use for this program.

Youth very often self-refer or invite their friends to accompany them to Mentoring Positives programming. However, Mentoring Positives does recruit and engage youth by being extremely integrated and engaged in the Darbo/Worthington Park neighborhood. Other recruitment strategies include;

*Recruitment of youth, specifically more African-American boys to continue programming with MP from our Summer Youth Violence Prevention grant received from the City of Madison, to our basketball/group mentoring sessions, via our contacts at Madison East and La Follette HS

*Recruitment of youth living or having family relations in Darbo by distributing a professionally produced and printed brochure about MPLA to every household

*Communication with counselors and principals at Madison East and La Follette High Schools and with social workers in our network, using new promotion materials highlighting our MPLA program

*Referrals taken from our connection with the Darbo Neighborhood Police Officer, and the local Joining Forces For Families (JFF) social worker.

Intake procedures include an initial contact with interested youth and/or their parents. A formal orientation with the youth and their parent/guardians describing the program as well as noting expectations for participation will then occur. All youth are required to have their parent/guardian complete an application, with permission slips, and release of information forms so that their child can participate in Mentoring Positives programming. Once the youth has been accepted into the program, they will take the pre DESSA Assessment via the on-line Aperture program to get a baseline of their social and emotional competencies.

3. PROGRAM DESCRIPTION AND STRUCTURE

- A. Activities: Describe your proposed program activities. If applicable, describe any evidence, research, proven curriculum or documentation of promising practice that supports the programming or service proposed.

We organize our youth activities into a 3-phase personal growth program called the White, Red, and Black Zones. In the White Zone we focus on the social-emotional needs and leadership development of our young participants through our mentoring groups. We track and monitor White Zone youths' participation, social-emotional needs, and personal goals in our assessment tool, Aperture. All Youth will take an initial assessment called the DESSA (Devereux Student Strengths Assessment) Directly tied to the DESSA assessment is the CASEL framework, which includes social/emotional competencies; self-awareness, self-management, social awareness, responsibly decision making and relationship skills. Our High School aged youth, for this proposal, will participate in 2x a week group mentoring sessions where they will have structured activities and discussions related to increasing their social/emotional competencies and leadership skills. They are then able to participate in recreational activities, such as basketball, and other positive activities, including but not limited to; music and the arts, jewelry-making, and introduction to a speaker series that will allow them to learn more about their potential career plans by hearing from various community members regarding their careers and career path.

Besides our mentoring groups another means of attracting youth has been the prospect of earning some income. When they express interest, and they have developed their social/emotional and leadership

skills, we give participants their first taste of that in our Red Zone, where we pay stipends for small, defined tasks tied to one major areas of focus at Mentoring Positives throughout our history: community- building in the Darbo-Worthington Park Neighborhood. Work tasks for these High School students in the Red Zone include distributing leaflets to promote our community events and helping us host and clean up afterwards.

- B. Program Schedule: If you are proposing to provide a program at more than one location and the program schedule is the same for all locations, please list all of the locations in the “Location(s)” cell in Table 1 below. If the program schedules vary amongst locations, please complete Table 2 and the question following the tables.

Table 1

Location(s): Muriel's Place (Mentoring Positives) (2844 E. Washington Avenue)			
Day of the Week	Time of Year	Start Time	End Time
Monday	School Year		
	Summer		
Tuesday	School Year	4:30pm	7:30pm
	Summer		
Wednesday	School Year		
	Summer		
Thursday	School Year	4:30pm	7:30pm
	Summer		
Friday	School Year		
	Summer		
Saturday	School Year		
	Summer		
Sunday	School Year		
	Summer		

Table 2

Location(s): Salvation Army Community Center (3030 Darbo Drive)			
Day of the Week	Time of Year	Start Time	End Time
Monday	School Year		
	Summer		
Tuesday	School Year	4:30pm	7:30pm
	Summer		
Wednesday	School Year		
	Summer		
Thursday	School Year	4:30pm	7:30pm
	Summer		
Friday	School Year		
	Summer		
Saturday	School Year		
	Summer		
Sunday	School Year		
	Summer		

If applicable, please list the third location and any subsequent locations. Include the specific program schedule(s) differences as compared to the programs included in the tables above. We will be utilizing gym space in various locations in Madison, including the Salvation Army Community Center, Life Center Church, and possibly Sennett Middle School and Madison LaFollette High School

C. Frequency, Duration and Anticipated Attendance: Please complete the table below. If you are proposing to provide a program at more than one location and the program structure is the same for all locations, please list all of the locations in the “Location(s)” cell in the table below. If the program structure varies amongst locations, please complete the rows for “Location #2” and the question following the table for any additional program locations.

	Frequency*	# of Program Hours Per Program Day	Annual Duration**	Adult to Youth Ratio	Anticipated Average Attendance per Program Day
Location #1: Muriel's Place					
School Year	2 x a week	3	38 weeks	10:1	10
Summer					
Location #2 (if applicable): Salvation Army Community Center					
School Year	2x a week	3	38	10:1	10
Summer					

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

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

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

NA

4. ENGAGEMENT, COORDINATION AND COLLABORATION

A. Family Engagement: Describe how your program will engage parents/guardians and families in the development of this proposal, and how they will be involved in the implementation and assessment of the program activities.

MP has done almost two decades of work building ties and engaging families in the Darbo Worthington neighborhood. Most of the families know our work and seek out engagement with us on opportunities for their children. In some cases, we’ve been working with neighborhood youth as children and all the way through their teen years.

Because our target population is in a narrowly defined geographic area, dense existing social networks also facilitate more regular and more natural family engagement. Many of the parents or guardians of program participants are involved in other MP or neighborhood activities. There are many regular, on-going opportunities for program participants, MPLA staff and families to interact and check in on programming effectiveness and impact.

These regular, community based interactions are especially important with families of teen participants who come and go on their own. Parents who pick-up or drop off youth have more regular access to staff to check in or make suggestions. While the majority of program activities will be led by staff, select parent volunteers may be invited to help as guest speakers or chaperones. Parents are also welcome to sit in on any programming that their child attends.

B. Neighborhood/Community Engagement: Describe how your program will engage 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.

Simply put, there is no other community organization in any NRT neighborhood in Madison with the depth and breadth of consistent and impactful grassroots community engagement as MP. Years and

years of direct, hands-on relationship building with the youth and their families is only part of the story. While mentoring disadvantaged youth is what defines the organization, community and economic development in the entire Darbo Worthington neighborhood is also central to MP's work.

MP has consistently engaged Darbo neighbors in years of community building activities and consciously drawn residents into discussions about what they want to see happen as the neighborhood is revitalized. The clearest example of this work may be the community led redesign and redevelopment of Worthington Park proper. A somewhat more obscure but maybe more significant example is the unprecedented amount of neighborhood talking and thinking that was captured in the City's 2017 approved Neighborhood Plan.

As the neighborhood moves forward with ambitious plans for the future, MP is already organizing critical systems and activities to consolidate residents' leadership and input on critical decisions that affect their lives. Most significantly, MP has convened the Darbo Council consisting of mostly neighborhood mothers. Darbo Council activists are undergoing intensive, professional leadership development training so they can sustain and amplify neighbors' voices and influence in the neighborhood. MP and the Darbo Council are already planning a packed summer calendar including monthly community meals, community engagement booths at Parks' Alive event, the Annual Darbo Peace Walk and even a Darbo Health and Wellness Fair later in the season.

Conscious of the need to engage and inform our broad base of support throughout the wider community, MP has plans in motion to manage engagement of groups and individuals outside of the immediate neighborhood. A main feature of this effort will be "Telling Darbo's Story" by expanding social media, especially podcasting and social media posting. Another aspect will be the launch of the Friends of Darbo Worthington which will create a structured, manageable way of sharing information and engaging participation with a much broader base of community supporters.

C. Collaboration: Please complete the table below and respond to the narrative questions regarding program collaboration with community partners.

Partner Organization	Role & Responsibilities	Contact Person	Signed MOU (Yes/No)?
Salvation Army Community Center	Use of gym & classroom space	Chris Casey	In progress
City of Madison Neighborhood Resource Team	Support/collaboration with Darbo neighborhood leaders	Meghan Blake-Horst & Steve Sundstrom	No
DCDHS Immigration Affairs	Translation/community-building	Fabiola Hamdan	No
African Center	Translation/community-building	Tunji Lesi	No
Darbo Council	Parental engagement/community building	Will Green	This is an MP program

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

NA

How do these partnerships enhance this proposal?

These partners enhance this proposal as they are all essential supports, not only to MP staff, but to all of our youth participants and their families. These partners have a vast knowledge of resources that can be shared with MP participants and their families. Lastly, all of these partnerships have an investment in the Darbo community and they care about empowering the residents.

Examples of these enhancements include, but not limited, is utilizing the Salvation Army Community Center gym and classroom spaces is a benefit in that it is in the heart of the neighborhood and close to those youth who reside directly in Darbo. Working collaboratively with

the City of Madison Neighborhood Resource Team (NRT) also ensures that MP programming is aligning with all of the City priorities, including the priorities for the Neighborhood Plan, and coordinating positive events, such as the Parks Alive summer events. In addition, resources shared in the monthly NRT meetings by others can be shared by MP staff to youth and families participating in our programs.

What are the decision-making agreements with each partner?

These are "volunteer-based", collaborative partnerships. All of the partners listed above have a shared commitment to the youth and families MP serves.

- D. Resource Linkage and Coordination: What resources are provided to participants and their families by your proposed program? How does the program coordinate and link families and participants to these resources?

MP staff share printed and electronic flyers, and other documents shared to/from these partners. In fact, our High School aged youth will be delegated to hand out flyers to households in the Darbo neighborhood throughout the year. Most importantly, these youth share any upcoming Darbo Council, or City of Madison events that are planned so that maximum participation of the Darbo residents is being had. Prior to, and during flyer distributions, MP staff talk to the youth about the importance of giving back to their community as well as having a sense of "ownership" and community well-being and engagement.

5. PROGRAM QUALITY, OUTPUTS, OUTCOMES AND MEASUREMENT

- A. Madison Out-of-School Time (MOST) Effective Practices: Please describe how each of the seven basic elements are addressed by your proposed program design. How will you monitor the program during implementation to assess continued alignment with the [MOST Effective Practices](#)? Are there any other program quality standards, tools or measurements that you use with this program? If yes, please list and describe.

Mentoring Positives Leader Academy program design addresses seven of the basic elements of MOST. We are intentional about our program design in that we have clear, focused goals that are aligned with community and client needs, we offer a variety of activities that ensure the development and skills of the youth, and we are continually incorporating the strengths and interests of the youth to offer them opportunities to take initiative, explore their leadership skills, and be creative.

Mentoring Positives staff have supportive relationships with youth as we are dedicated, reliable, and have developed trust and consistent positive guidance in our role as mentors in the community. We believe that youth can develop the skills to become leaders and have high expectations of participants. In addition, Mentoring Positives consistently partners with our youth participants as we are always respectful and recognize that their contributions and opinions matter. We engage the youth in Mentoring Positives Leader Academy when we informally ask for their feedback on programming and give them options when planning our activities. Youth are encouraged to become peer leaders when participating in our program, showing other youth how to develop their skills to become our future community leaders, whether in their homes, schools, jobs, or neighborhoods.

Mentoring Positives continues to be an organization that creates a safe and inclusive environment for all youth. Over 70% of youth we serve are youth of color. Our staff and board also represent the racial and cultural backgrounds of the youth. Mentoring Positives staff are trained in identifying and implementing a strengths-based approach in working with our youth and to ensure a culture of high expectations.

Mentoring Positives' continued commitment and dedication to Madison's east side youth, specifically the Darbo/Worthington Park neighborhood, is one of the priorities of our agency's strategic plan. We are embedded in the neighborhood and take an active role in continuously engaging the residents. We involve the Mentoring Positives Leader Academy youth participants in handing out flyers, encouraging community involvement in the City of Madison Neighborhood Resource Team (NRT) activities and in supporting the other organizations in the Darbo neighborhood. We are always seeking feedback from our community to offer partnerships and programming that is responsive to the needs of the youth and their families.

Mentoring Positives' program remains sustainable as we have offered the Mentoring Positives Leader Academy to youth for many years. We continue to provide free programming for youth living in the Darbo/Worthington Park neighborhood, with support from the City of Madison funding. In fact, we successfully serve more youth each year, even without additional funding. Mentoring Positives staff understand our mission, have regular and ongoing program and individual oversight. We have developed our "Off the Block" salsa and pizza social enterprise for youth as a way to gain financial sustainability to support our non-profit work. Mentoring Positives also implements ongoing collection of data and evaluation, via an on-line program called Aperture. With the Aperture program, youth take the DESSA assessment, at least 2x a year, to assist program staff in not only assessing the youths' individual social and emotional competencies, but also allows us to see which competencies youth may be lacking so that we can adjust our curriculum to fit the needs of the youth and to build these competencies.

Mentoring Positives provides youth participants an environment that is safe and encourages them to become healthy adults, not only physically, but emotionally, specifically by assisting them in continually improving their relationships with those in their homes, schools and community. Mentoring Positives focuses on the emotional health of youth as we are committed to our evidence-based curriculum where we are developing social-emotional assets in youth. Mentoring Positives has created a culture and environment where youth are not only held accountable, but are seen and heard, and especially, cared about. Our ultimate goal is to create a space where youth feel honored and secure so that they are able to enhance their relationships with others and to grow to become leaders for others. We are also in tune with the many factors that negatively impact youth and their ability to make good decisions thus are supportive of their growth and maturity as they go through life's many hurdles.

Finally, Mentoring Positives will regularly reflect on the seven building blocks of MOST's best practices so that we ensure that youth receive the best programming possible. We believe that our youth deserve this.

B. Program Outputs - Unduplicated School-Age Children or Youth and Program Hours

Total Annual Unduplicated Children or Youth participating in proposed program: 20

Total program hours annually: 228

C. Program Outcomes

Please describe the data and the data source used to choose your outcome objectives? MP utilizes the on-line Aperture program to collect pre & post DESSA assessments of youth participants' social and emotional competencies. We are able to guide our curriculum to focus on building these competencies in youth, a number of times throughout the school year. This allows us to prioritize competencies that may need more attention to ensure the youth are gaining positive strides. With Aperture, we can also individualize the youths' goals and set "challenges" for them to continuously encourage them to reach their goals.

Please identify at least one Program Outcome for your proposed program(s), from the RFP Guidelines 1.4, that you will track and measure. Complete the table(s) below.

Outcome Objective #1: Youth will increase their social/emotional competencies while participating in MP Leader Academy				
Performance Standard	Targeted Percent	80%	Targeted Number	16
Measurement Tool(s) and Comments: Aperture/DESSA assessments				

Outcome Objective #2: Youth will learn about community engagement by flyering for, or assisting in at least one Darbo community event
--

Performance Standard	Targeted Percent	80%	Targeted Number	16
Measurement Tool(s) and Comments: Attendance taken at group discussions, flyer sessions, community events				

Outcome Objective #3: Youth will set at least one educational and one career goal				
Performance Standard	Targeted Percent	100%	Targeted Number	20
Measurement Tool(s) and Comments: Documentation of discussions & Aperture program				

If necessary, add additional outcome objectives, performance standards, targeted percent, targeted number, and measurement tools:

NA

- D. 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?
MP staff keep a detailed log of each group mentoring session. Aperture goals and assessment results will be gathered regularly. Expenses will be monitored via Quickbooks, bank statements and reviewed by a bookkeeping/accounting firm.

6. PROGRAM LOCATION

- A. Address(es) of the site where programs will occur:
414 Rethke Avenue, Madison, WI (MP's Clubhouse)
2844 E. Washington Ave, Madison, WI (MP's "Muriel's Place")
3030 Darbo Drive, Madison, WI (Salvation Army Community Center)
4402 Femrite Drive, Madison, WI (Life Center Gym)

7. PROGRAM STAFFING AND RESOURCES:

- A. Program Staffing: Full-Time Equivalent (FTE) – Include employees, AmeriCorps members and Adult Interns with direct program implementation responsibilities. FTE = % of 40 hours per week.

Position Title	Qualifications or Required Training	Location(s)	Indicate School Year (SY), Summer (SU) or Year-Round (YR)	SY or YR FTE	Summer Only FTE
Executive Director	Bachelors Degree in Psychology, 30+ yrs of experience	all	<input type="checkbox"/> SY, <input type="checkbox"/> SU or YR <input checked="" type="checkbox"/>	0.17	
Assistant Director	Bachelors Degree in Social Work, 30+ yrs of experience	all	<input type="checkbox"/> SY, <input type="checkbox"/> SU or YR <input checked="" type="checkbox"/>	0.17	
Education Program Coordinator	Bachelors Degree in Psychology/5+ yrs in Education field	all	<input checked="" type="checkbox"/> SY, <input type="checkbox"/> SU or YR <input checked="" type="checkbox"/>	0.46	
Specialized Mentor	2+ yrs experience	all	<input checked="" type="checkbox"/> SY, <input type="checkbox"/> SU or YR <input type="checkbox"/>	0.15	

Specialized Mentor	2+ yrs experience	all	<input checked="" type="checkbox"/> SY, <input type="checkbox"/> SU or YR <input type="checkbox"/>	0.15	
Off the Block Manager	20+ yrs experience	Muriel's Place	<input type="checkbox"/> SY, <input type="checkbox"/> SU or YR <input checked="" type="checkbox"/>	0.20	
			<input type="checkbox"/> SY, <input type="checkbox"/> SU or YR <input type="checkbox"/>		
			<input type="checkbox"/> SY, <input type="checkbox"/> SU or YR <input type="checkbox"/>		
Please complete the total FTE for the applicable time period		School Year:		0.30	
		Year-Round		0.98	
		Summer			

*Use one line per individual employee

Volunteers: If volunteers will have direct contact with program participants, how are they vetted, trained and supervised?

MP will use volunteers in the form of student interns from the Bachelors & Masters Social Work program, as well as Bachelor level students in UW's Criminal Justice Certificate program. Background checks and formal interviews are done with all volunteers. On-boarding and orientation are done with all interns, prior to any direct service, specifically related to trauma-informed care, child/youth development, and strength based work with youth and families. Continuous and on-going training is done by MP senior staff, as well as offering interns the opportunity to attend local conferences or trainings related to working with youth. Interns are supervised by senior staff and have weekly check-ins regarding their roles and responsibilities, including discussions about any ethical issues and continuous improvement ideas.

B. Other program Resources/Inputs (such as program space, transportation or other resources necessary for the success of your program):

Generally, youth live in the Darbo neighborhood, thus transportation is not an issue. However, some youth do need assistance with rides to/from programming.

8. BUDGET

- A. The budget should be submitted with the proposal using the template provided in an Excel document or a PDF. There are five tabs within the Excel spreadsheet: Cover Page, Organization Overview and one sheet for the Program Budget for each age group. The Cover Page, Organizations Overview and relevant Program Budgets must be submitted with this document for a proposal to be complete.

The budget template can be found on the [CDD Funding Opportunities website](#).

9. 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.

NA

B. Disclosure of Contract Failures, Litigations

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

NA

APPLICATION FOR 2023 SCHOOL-AGE CHILD AND YOUTH PROGRAMS

1. ORGANIZATION CONTACT INFORMATION

Legal Name of Organization	Mentoring Positives, Inc.		
Mailing Address	P.O. Box 14567 Madison, WI 53714		
Telephone	608-819-6200		
FAX	608-819-6201		
Director	Will Green		
Email Address	will.g@mentoringpositives.org		
Additional Contact	Becky Green		
Email Address	becky.g@mentoringpositives.org		
Legal Status	Private: Non-Profit		
Federal EIN:	27-2347080		

2. PROPOSED PROGRAMS

Program Name:	2024		If currently City funded
	Letter	Amount Requested	2023 Allocation
MPLA- Elem	A	\$30,943	\$0
Contact: Becky Green			
	B		
Contact:			
MPLA- HS	C	\$50,474	\$20,000
Contact: Becky Green			
	D		
Contact:			
	E		
Contact:			
TOTAL REQUEST		\$81,417	

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:

6. 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	7	100%	6	100%		
GENDER							
MAN	5	71%	4	67%			
WOMAN	2	29%	2	33%			
NON-BINARY/GENDERQUEER	0	0%	0	0%			
PREFER NOT TO SAY	0	0%	0	0%			
TOTAL GENDER	7	100%	6	100%			
AGE							
LESS THAN 18 YRS	0	0%	0	0%			
18-59 YRS	5	71%	6	100%			
60 AND OLDER	2	29%	0	0%			
TOTAL AGE	7	100%	6	100%			
RACE							
WHITE/CAUCASIAN	4	57%	4	67%	80%	67%	16%
BLACK/AFRICAN AMERICAN	3	43%	2	33%	7%	15%	39%
ASIAN	0	0%	0	0%	8%	11%	28%
AMERICAN INDIAN/ALASKAN NATIVE	0	0%	0	0%	<1%	<1%	32%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	0	0%	0	0%	0%	0%	0%
MULTI-RACIAL	0	0%	0	0%	3%	4%	26%
BALANCE/OTHER	0	0%	0	0%	1%	2%	28%
TOTAL RACE	7	100%	6	100%			
ETHNICITY							
HISPANIC OR LATINO	0	0%	0	0%	7%	9%	26%
NOT HISPANIC OR LATINO	7	100%	6	100%	93%	81%	74%
TOTAL ETHNICITY	7	100%	6	100%			
PERSONS WITH DISABILITIES	0	0%	0	0%			

*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.

7. 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)

Our staff and board composition reflect some diversity related to the racial and cultural of the residents we serve. However, it appears that we do have a majority of Caucasian staff and board when our composition of youth served are generally African American and Multi-Racial. Our plan to address this is to continue to seek out and select representatives in our agency that identify as African American and Multi-Racial. One way we can diversify our agency is to continue to utilize volunteers, student interns, guest speakers and adult collaborators that more represent the racial and cultural diversity of the Darbo neighborhood residents.

8. AGENCY GOVERNING BODY

How many Board meetings were held in 2022	12
How many Board meetings has your governing body or Board of Directors scheduled for 2023?	12
How many Board seats are indicated in your agency by-laws?	9-May

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

Name	Alan Chancellor			
Home Address	N. Thompson Drive, Madison, WI			
Occupation	Dane County Department of Human Services			
Representing				
Term of Office		From:	mm/yyyy	To: mm/yyyy
Name	Jeff Burkart			
Home Address	109 N. 6th Street Madison, WI			
Occupation	Consultant			
Representing				
Term of Office		From:	mm/yyyy	To: mm/yyyy
Name	Barbara Franks			
Home Address	Waunakee, WI			
Occupation	Dane County District Attorney's Office			
Representing				
Term of Office		From:	mm/yyyy	To: mm/yyyy
Name	Lucy Gibson			
Home Address	1610 Angerl Crest Way, Madison, WI			
Occupation	Retired			
Representing				
Term of Office		From:	mm/yyyy	To: mm/yyyy
Name	Otis Hosley			
Home Address	534 Milky Way Madison, WI			
Occupation	Wells Fargo Bank			
Representing				
Term of Office		From:	mm/yyyy	To: mm/yyyy
Name	Chad Leatherman			
Home Address	533 Orion Trail Madison, WI			
Occupation	Madison Community Motessori School			
Representing				
Term of Office		From:	mm/yyyy	To: mm/yyyy
Name	Dwayne Williams			
Home Address	30 N. Mills Street Madison, WI			
Occupation	UW- Madison			
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	To: mm/yyyy

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	From:	mm/yyyy	To: mm/yyyy

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Occupation
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Term of Office

	From:	mm/yyyy	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 2024	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)	81,416	30,943		50,473			
City CDD (Not this Application)	55,000						55,000
OTHER GOVT*	0						
FUNDRAISING DONATIONS**	447,273	35,884		51,049			360,340
USER FEES	0						
TOTAL REVENUE	583,689	66,827	0	101,522	0	0	415,340

*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 column

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

ACCOUNT CATEGORY	AGENCY 2024	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	255,125	37,646	47,757	21,846			48,891	15,800					158,477
Taxes/Benefits	47,603	7,024	8,911	4,076			9,122	2,948					29,570
Subtotal A.	302,728	44,670	56,668	25,922	0	0	58,013	18,748	0	0	0	0	188,047
B. OTHER OPERATING													
Insurance	5,037	252	504	126			504	126					4,029
Professional Fees/Audit	21,038	1,052	2,104	526			2,104	526					16,830
Postage/Office & Program	4,012	200	401	100			401	100					3,210
Supplies/Printing/Photocopy	22,586	1,130	2,259	565			2,259	565					18,068
Equipment/Furnishings/Depr.	1,500	76	150	38			150	38					1,200
Telephone	3,000	150	300	75			300	75					2,400
Training/Conferences	1,369	68	137	34			137	34					1,095
Food/Household Supplies	4,560	2,280	1,140	1,140			1,140	1,140					2,280
Travel	1,838	92	184	46			184	46					1,470
Vehicle Costs/Depreciation	8,124	406	812	203			812	203					6,500
Other	2,500	2,500	1,250	1,250			1,250	1,250					0
Subtotal B.	75,564	8,206	9,241	4,103	0	0	9,241	4,103	0	0	0	0	57,082
C. SPACE													
Rent/Utilities/Maintenance	83,784	18,018	918	918			23,745	17,100					59,121
Mortgage Principal/Interest	0	0											
Depreciation/Taxes	0	0											
Subtotal C.	83,784	18,018	918	918	0	0	23,745	17,100	0	0	0	0	59,121
D. SPECIAL COSTS													
Assistance to Individuals	0	0	0	0			0	0					
Contractors/Subcontractors	0	0	0	0			0	0					
Pymt to Affiliate Orgs	0	0	0	0			0	0					
Other	121,613	10,523					10,523	10,523					111,090
Subtotal D.	121,613	10,523	0	0	0	0	10,523	10,523	0	0	0	0	111,090
TOTAL (A.-D.)	583,689	81,417	66,827	30,943	0	0	101,522	50,474	0	0	0	0	415,340

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

	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024
Title of Staff Position*	Program A FTE**	Program B FTE**	Program C FTE**	Program D FTE**	Program E FTE**	Total FTE	Annualized Salary	Payroll Taxes and Fringe Benefits	Total Amount	Hourly Wage***	Amount Requested from the City of Madison
Executive Director	0.17		0.17			0.33	58,240	18,365	76,605	36.83	0
Assistant Director	0.17		0.17			0.33	46,592	3,564	50,156	24.11	0
Education Pgrm Coordinator	0.46		0.46			0.92	41,600	8,902	50,502	24.28	23,147
Off the Block Manager			0.20			0.20	46,592	11,700	58,292	28.03	0
Specialized Mentor-Elem	0.29					0.29	31,200	2,387	33,587	16.15	7,174
Specialized Mentor-Elem	0.29					0.29	31,200	2,387	33,587	16.15	7,174
Specialized Mentor-HS			0.15			0.15	31,200	2,387	33,587	16.15	3,587
Specialized Mentor-HS			0.15			0.15	31,200	2,387	33,587	16.15	3,587
						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:	1.37	0.00	1.28	0.00	0.00	2.65	317824.00	52078.20	369902.20	177.84	44669.00

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.**

	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024
Title of Staff Position*	Program A FTE**	Program B FTE**	Program C FTE**	Program D FTE**	Program E FTE**	Total FTE	Annualized Salary	Payroll Taxes and Fringe Benefits	Total Amount	Hourly Wage***	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
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						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
TOTAL:	1.37	0.00	1.28	0.00	0.00	2.65	317824.00	52078.20	369902.20	177.84	44669.00

*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	2024 City Request
A	MPLA- Elem	PERSONNEL	25,922
		OTHER OPERATING	4,103
		SPACE	918
		SPECIAL COSTS	0
		TOTAL	30,943
B	0	PERSONNEL	0
		OTHER OPERATING	0
		SPACE	0
		SPECIAL COSTS	0
		TOTAL	0
C	MPLA- HS	PERSONNEL	18,748
		OTHER OPERATING	4,103
		SPACE	17,100
		SPECIAL COSTS	10,523
		TOTAL	50,474
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			81,417