



Youth, Young Adult and Adult Employment

APPLICATION FORM

Submit Application to: cddapplications@cityofmadison.com

Deadline: 12:00 pm CST (noon) on **August 19, 2022**

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

Please limit your proposal and responses to spaces provided in this form. Responses to this RFP should be complete and comprehensive but succinct. Materials submitted in addition to this application form will not be considered in the evaluation of the proposal. If you are applying for multiple program or activity areas you must fill out this application for each program or area. **Do not attempt to unlock or alter this form.** Font should be no less than 11 pt.

If you have any questions **related to the content of the application**, please contact: Hugh Wing – hwing@cityofmadison.com or Yolanda Shelton-Morris – yshelton-morris@cityofmadison.com

If you have any questions or concerns that are related to **technical aspects** of this document, including difficulties with text boxes or auto fill functions, please contact Jen Stoiber – jstoiber@cityofmadison.com

| | | | |
|---|---|------------------------------|------------------------------------|
| Legal Name of Organization: | Madison Starlings Volleyball Club, Inc | Total Amount Requested: | \$ |
| Program Name: | Starlings Summer Series Volleyball Coaching Internship | | |
| Program or Activity are you Applying for: | <input type="checkbox"/> Youth Employment Services (ages 14-21) <input checked="" type="checkbox"/> Youth Employment & Training <input type="checkbox"/> Wanda Fullmore Youth Internship Program <input type="checkbox"/> Young Adult Employment Services (ages 18-26) <input type="checkbox"/> Adult Employment Services (18+) | | |
| Contact Person: | Kristina Weld | Email: | kristina.weld@madisonstarlings.org |
| Full Address: | S11280 Fox rd sauk city, WI 53583 | Telephone: | 4133872615 |
| 501 (c) 3 Status: | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | Fiscal Agent (if applicable) | |

Organizational Qualifications:

1. Describe your organization's experience implementing services relevant to the services described in the Youth, Young Adult and Adult Employment RFP, including to those who are furthest from resources and opportunities and who face systemic barriers to employment.

Madison Starlings has been working with youth who experience barriers to gainful employment for many years. It began as recruiting those youth to play volleyball and using volleyball as a way to engage those youth in their community and schools. Today, Madison Starlings has expanded their programming to include an opportunity for the older youth to be paid for planning and running summer practices for younger members of the club (11-16 year olds). While the summer internship program is relatively new, Madison Starlings is no stranger to making their programming accessible to youth experiencing barriers to participation. Madison Starlings determine our practice times to support travel on public transit, and have provided bus passes through a past Safe and Thriving Grant, to allow outlying youth to travel when ride sharing was not an option. Madison Starlings allows any members to pay their club fees through volunteering or grants while maintaining every youth's eligibility to compete according to WIAA rules. Madison Starlings maintains a very low club fee (\$548 vs. \$900 to >\$2000 for other local clubs) to encourage participation and increase access to those who otherwise would have insufficient funds to participate. Rather than charging higher fees, the extra costs of the club are supported through grants and fundraising. These models of maximizing accessibility through time of practices, transportation support, and economic support will all be built into our paid summer internship program to ensure we are meeting youth's needs.

2. Describe how your agency builds relationships and authentically engages with individuals and households served. Specifically include information on previous strategies used to authentically engage with BIPOC, LGBTQ+, immigrant and/or low-income households and individuals.

Madison Starlings understands that without thoughtful engagement with the communities we seek to serve, our mission to help address inequity would be unsuccessful. The Madison Starlings board of directors contains members from the BIPOC and LGBTQ+ communities who help to guide the trajectory of the organization. Because of Madison Starlings' focus on BIPOC and low-income households, conversations on inclusion and equity are a part of all decisions the club makes, from the maintenance of dues, to the location and time of practices, and to whether volunteers or coaches are an appropriate fit for our mission. Ensuring that the people working with youth are the right people is a main way in which we ensure authentic engagement with players and their families.

Madison Starlings' staff have delivered fliers (in English & Spanish) and spoken to a large number of community organizations and schools in order to engage more youth from historically underserved areas. A large emphasis during these communications is the financial assistance that is available to ensure that income is not a barrier for participation. Madison Starlings recruitment strategies currently result in a population of youth participants that are 50% BIPOC and 60% low income. Madison Starlings advertises their winter club program at a variety of educational and community organizations, including all 11 Madison Metropolitan School District (MMSD) middle schools, all private schools within the City of Madison. MSCR, Vera Ct, Kennedy Heights, Packer townhouse, Northport Townhouse, Goodman, and Lussier Community Centers, Salvation Army, Boys and Girls club, Warner Park Community Recreation Center, YMCA East, St. James, Blessed Sacrament, Life Center staff, First Unitarian Society congregation, Lilada Gee, Urban Triage, Centro Hispana, and Madison Public Health. To better engage with these communities, Madison Starlings provides volleyball instruction for free to youth at all of the locations with gyms and students. For instance, in 2022, Madison Starlings volunteers taught a free academy composed of 5 sessions of 25 min each to 240+ students K4-4th at One City. Madison Starlings also teaches volleyball at camps including YMCA east and celebration days at Salvation Army.

3. Describe your organization's experience, education and training requirements for program staff and management staff.

Starlings Volleyball provides coaching training for all of our team coaches and our youth summer coaches. Our dual mission of inclusion & equity is a part of conversations from the beginning, and coaches are encouraged to engage when issues arise. This winter we plan to increase the training available for our coaches, both youth coaching interns and adult coaches, to encompass additional areas that may include practice planning, diversity and inclusion, motivating players, and conflict resolution.

Partnerships, Collaboration & Coordination

1. Describe your current and recent collaboration and partnerships with the following groups, specifying organization names, collaboration/partnership dates, and information about your shared work and accomplishments.

- a. Organizations and groups that work with youth, young adults and/or adults.

Madison Starlings coordinates with a variety of community services to recruit youth to participate. These locations include Vera Ct, Kennedy Heights, Packer townhouse, Northport Townhouse, Goodman, and Lussier Community Centers, Salvation Army, Boys and Girls club, Warner Park Community Recreation Center, and YMCA East. We have trained sessions of volleyball at YMCA East and One City School in 2022 to elementary age children. We held practices for one of our 17's girls teams at the Boys and Girls Club on Jenewein Dr. As part of holding practices there, training sessions with the girls occurred with boys and girls club staff once a month on topics of concern and interest to the youth.

- b. Organizations that provide pre-employment/career preparation, employment services, and/or training and education.

In 2018, Madison Starlings partnered with Summit Credit union to provide financial literacy training on numerous topics, from phone plans, to savings programs. We also conducted food education with our youth coaches with Willy St Coop Staff. We have not partnered with organizations in this manner since before the pandemic.

- c. Organizations and groups that focus on working with, or have a history of working with, low-income households, women, and those that are Black, Indigenous, People of Color (BIPOC), immigrants, and/or individuals who identify as Lesbian, Gay, Bisexual, Transgender, and Queer + (LGBTQ+).

We have coordinated with a variety of locations including Madison Urban League, Centro Hispana, Lilada Gee, Urban Triage, and Madison Public Health this past season to make a larger number of people aware of Madison Starlings and increase participation from low income/BIPOC communities.

2. Describe your plans to partner, collaborate, and coordinate services with organizations and groups, including names and partnership details. Please explain why and how these collaborations benefit the participants served. Organizations that identify key partnerships must provide written documentation of agreement/commitment from each listed partner.

Historically Madison Starlings has coordinated with Madison Out of School Time (MOST), but the attendance tracking has been a challenge. We plan to try finding a way to participate in that program again this year. Our coordination with the various organizations throughout Madison outlined above will continue. Those are organizations that have access to kids, often BIPOC/low income, that are the target of Madison Starlings recruitment for our club program and ultimately our summer coaching internship program. Their help in spreading our message is what increases our participation and the number of youth that we are able to positively impact.

Program Design

1. Describe the organization's program and proposed service delivery plan including recruitment and selection of participants, individual assessment process, anticipated number to be served, who will be served, duration, location, and goals.

Madison Starlings currently has a 5 session summer league where participants from our club teams have the opportunity to play while coached by older club members. The opportunity to coach summer league is extended to all members of our 17s club teams. Those who express an interest (approximately 8 youth) receive a training session on organizing and leading practice and ongoing guidance throughout the summer league. We are planning to expand summer league for next year to include approximately eight 2 hour sessions. Currently sessions are all held at Goodman Community Center, but we are looking to expand locations for next year to be able to better serve club members throughout Madison. This will mean that coaches have the opportunity for more hours of employment and additional learning on planning and running a successful practice.

The goal of summer league is to provide an opportunity for 17s players to expand their leadership skill set through mentored coaching while passing on their knowledge and skills to other low income BIPOC youth. Coaching is not only about knowing volleyball skills, but how to help a group maintain focus, provide constructive feedback, and work together to achieve goals. Through paid training and mentoring, coaching opportunities, and group discussions on coaching strategies, youth coaches have the opportunity to develop critical thinking, communication, and collaborative skills that will be a benefit to them in finishing high school and any career path they might choose.

2. Describe the outreach/marketing methods the organization intends to employ to generate participation in the program and to reach the targeted populations considered priority for this funding.

Youth coaches will be selected from past players, to support the learning, continuity, and background to instruct younger players. Since the Madison Starlings players are composed of approximately half BIPOC and/or low income youth, our pool of potential coaches includes the target population for this grant. Starlings will continue to promote access to the club through all past means, MMSD newsletters, MSCR news, MSCR and middle school staff, including principles, social workers, athletic directors and teachers, as well as community center staff and programs and these youth will eventually have a chance to go through this coach training program.

3. Describe how your program includes input or suggestions from target population served in your program design and operation.

Participants and youth coaches from this summer have the opportunity to provide feedback to Madison Starlings on the format of practice & what they think could be improved through an online survey. Based on feedback from youth, we can make shifts to the organization of the program as we move forward.

Theory of Change & Logic Model

1. Describe how your proposed services are based on evidence of success, and how you will meet performance outcomes while maintaining quality services customized to each participant's needs. Please include the following in your response:

- a. Past service outcomes and other accomplishments that validate your approach.

Some past measurements of success for Madison Starlings engagement is participation or attempted participation by club participants in high school volleyball teams. General attendance at practices or voluntary programs has also been a measure. Surveys at the beginning and end of a season or summer program have also been used to measure youth development and satisfaction.

- b. Best practices and proven resources for youth, young adults, and/or adults you will utilize.

Over the past 10 years Madison Starlings has demonstrated the value of volleyball and being part of a team in keeping youth engaged in their community and school. This program is an extension of that which is

structured to allow for more 1 on 1 learning time for youth. Such a personalized approach is an excellent method by which to promote continued learning and growth for youth.

- c. How you will incorporate past experience with performance tracking and reaching outcomes, including challenges overcome.

Madison Starlings has tracked attendance of youth at practices for many years, but tracking more extensive outcomes for large numbers of youth has been difficult. For the smaller subset of youth that would be a part of this youth coaching program, following up with those youth individually regarding what they learned, how they valued the experience and whether it changed their outlook towards the future would be feasible with our staffing.

2. Please describe current and past success in engaging community members and service recipients in developing and improving services.

This is the first summer that Madison Starlings have sponsored a summer session led by youth coaches. So far, youth coaches have provided positive feedback on how they felt their experience has been and how they have felt that practices have gone.

3. Please describe your plan to meaningfully involve service recipients, including past, present and potential recipients, in ongoing design, flexing and improvement of proposed youth, young adult, and/or adult employment services.

Madison Starlings is a growing organization that is working to best meet the needs of a variety of youth. As such, we are constantly seeking input from those we serve, including youth coaches as a part of this program, to determine what parts of the program worked for them and which parts can be adapted to better serve future youth.

Budget - Complete the Budget Worksheet, including all costs for which you request funding through this RFP. All costs included must be reasonable, allowable, necessary, and allocable among the stated cost categories.



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| | | | |
|---|---|------------------------------|------------------------------------|
| Legal Name of Organization: | Madison Starlings Volleyball Inc | Total Amount Requested: | \$ 37,300 |
| Program Name: | Madison Starlings Young Adult Coaching Training | | |
| Program or Activity are you Applying for: | <input type="checkbox"/> Youth Employment Services (ages 14-21) <input type="checkbox"/> Youth Employment & Training <input type="checkbox"/> Wanda Fullmore Youth Internship Program X Young Adult Employment Services (ages 18-26) <input type="checkbox"/> Adult Employment Services (18+) | | |
| Contact Person: | Kristina Weld | Email: | kristina.weld@madisonstarlings.org |
| Full Address: | S11280 Fox Rd Sauk City, WI | Telephone: | 4133872615 |
| 501 (c) 3 Status: | X Yes <input type="checkbox"/> No | Fiscal Agent (if applicable) | |

Organizational Qualifications:

1. Describe your organization's experience implementing services relevant to the services described in the Youth, Young Adult and Adult Employment RFP, including to those who are furthest from resources and opportunities and who face systemic barriers to employment.

Madison Starlings has been working with youth who experience barriers to gainful employment for many years. It began as recruiting those youth to play volleyball and using volleyball as a way to engage those youth in their community and schools. Today, Madison Starlings has expanded their programming to include an opportunity for the older youth to be paid for planning and running summer practices for younger members of the club (11-16 year olds). While the summer internship program is relatively new, Madison Starlings is no stranger to making their programming accessible to young people experiencing barriers to participation. Madison Starlings determine our practice times to support travel on public transit, and have provided bus passes through a past Safe and Thriving Grant, to allow outlying youth to travel when ride sharing was not an option. Madison Starlings allows any members to pay their club fees through volunteering or grants maintaining every youth's eligibility to compete according to WIAA rules. Madison Starlings maintains a very low club fee (\$548 vs. \$900 to >\$2000 for other local clubs) to encourage participation and increase access to those who otherwise would have insufficient funds to participate. Rather than charging higher fees, the extra costs of the club are supported through grants and fundraising. These models of maximizing accessibility through time of practices, transportation support, and economic support will all be built into our coaching mentorship program to ensure we are meeting young adults' needs.

2. Describe how your agency builds relationships and authentically engages with individuals and households served. Specifically include information on previous strategies used to authentically engage with BIPOC, LGBTQ+, immigrant and/or low-income households and individuals.

Madison Starlings understands that without thoughtful engagement with the communities we seek to serve, our mission to help address inequity would be unsuccessful. The Madison Starlings board of directors contains members from the BIPOC and LGBTQ+ communities who help to guide the trajectory of the organization. Because of Madison Starlings' focus on BIPOC and low-income households, conversations on inclusion and equity are a part of all decisions the club makes, from the maintenance of dues, to the location and time of practices, and to volunteers or coaches are an appropriate fit to our mission. Ensuring that the people working with youth and young adults are the right people is a main way in which we ensure authentic engagement with all of the people we serve.

Madison Starlings staff have delivered fliers (in English & Spanish) and spoken to a large number of community organizations and schools in order to engage more youth from historically underserved areas. A large emphasis during these communications is the financial assistance that is available to ensure that income is not a barrier for participation. Madison Starlings recruitment strategies currently result in a population of youth participants that are 50% BIPOC and 60% low income. Madison Starlings advertises their winter club program at a variety of educational and community organizations, including all 11 Madison Metropolitan School District (MMSD) middle schools, all private schools within the City of Madison. MSCR, Vera Ct, Kennedy Heights, Packerownhouse, Northport Townhouse, Goodman, and Lussier Community Centers, Salvation Army, Boys and Girls club, Warner Park Community Recreation Center, YMCA East, St. James, Blessed Sacrament, Life Center staff, First Unitarian Society congregation, Lilada Gee, Urban Triage, Centro Hispana, and Madison Public Health. To better engage with these communities, Madison Starlings provides volleyball instruction for free to youth at all of the locations with gyms and students. For instance, in 2022, Madison Starlings volunteers taught a free academy composed of 5 sessions of 25 min each to 240+ students K4-4th at One City. Madison Starlings also teaches volleyball at camps including YMCA east and celebration days at Salvation Army.

3. Describe your organization's experience, education and training requirements for program staff and management staff.

Starlings Volleyball provides coaching training for all of our team coaches. Our dual mission of inclusion & equity is a part of conversations from the beginning, and coaches are encouraged to engage when issues arise. This winter we plan to increase the training available for our coaches to encompass additional areas that may include practice planning, diversity and inclusion, motivating players, and conflict resolution. Those coaches serving as mentors in the program described in this application, will have more advanced coaching experience than the average Madison Starlings coach and will receive additional diversity and inclusion training.

Partnerships, Collaboration & Coordination

1. Describe your current and recent collaboration and partnerships with the following groups, specifying organization names, collaboration/partnership dates, and information about your shared work and accomplishments.

- a. Organizations and groups that work with youth, young adults and/or adults.

Madison Starlings coordinates with a variety of organizations that serve youth and young adults. We have trained sessions of volleyball at YMCA East and One City School, in 2022 to elementary age children. In the past we have held practices for one of our 17's girls teams at the Boys and Girls Club on Jenewein Dr. As part of holding practices there, training sessions with the girls occurred with boys and girls club staff once a month on topics of concern and interest to the youth.

- b. Organizations that provide pre-employment/career preparation, employment services, and/or training and education.

In 2018, Madison Starlings partnered with Summit Credit union to provide financial literacy training on numerous topics, from phone plans, to savings programs. We also conducted food education with our youth coaches with Willy St Coop Staff. We have not partnered with organizations in this manner since before the pandemic.

- c. Organizations and groups that focus on working with, or have a history of working with, low-income households, women, and those that are Black, Indigenous, People of Color (BIPOC), immigrants, and/or individuals who identify as Lesbian, Gay, Bisexual, Transgender, and Queer + (LGBTQ+).

We have coordinated with a variety of locations including Madison Urban League, Centro Hispana, Lilada Gee, Urban Triage, and Madison Public Health this past season to make a larger number of people aware of Madison Starlings and increase participation from low income/BIPOC communities.

2. Describe your plans to partner, collaborate, and coordinate services with organizations and groups, including names and partnership details. Please explain why and how these collaborations benefit the participants served. Organizations that identify key partnerships must provide written documentation of agreement/commitment from each listed partner.

We have coordinated with a variety of locations including Madison Urban League, Centro Hispana, Lilada Gee, Urban Triage, and Madison Public Health this past season to recruit youth and folks that have an interest in learning to coach volleyball.

Program Design

1. Describe the organization's program and proposed service delivery plan including recruitment and selection of participants, individual assessment process, anticipated number to be served, who will be served, duration, location, and goals.

Madison Starlings young adult coaching mentorship program will be a part of our already operational club season. Since our goal is to serve youth of low income/BIPOC communities and maximize the positive impacts on

them, we need to increase the number of BIPOC coaches that are a part of our organization. Each year, Madison Starlings has to recruit new coaches to replace those that are unable to return for one reason or another and as the number of youth that we serve increases. Our recruitment always encompasses outreach to BIPOC communities to seek volunteer coaches, but being able to provide a guaranteed income and a formal mentorship program will make this role one that is more accessible to low income/BIPOC young adults. We anticipate being able to recruit 8 BIPOC young adults from the community that understand volleyball, are willing to learn or are Madison Starlings alumnae. These coaches will be mentored by an experienced coach within the Starlings organization for the duration of the season (November through May). Coaches in training will help coach practices 2x/week and a total of 5 tournaments. Over the course of the season they will have increased opportunities to help with practice planning, lineup decision making, and player development. Young adult coaches in training will be reimbursed for travel and paid for practice and tournament time throughout the season.

2. Describe the outreach/marketing methods the organization intends to employ to generate participation in the program and to reach the targeted populations considered priority for this funding.

We will continue to coordinate with a variety of locations including Madison Urban League, Centro Hispana, Lilada Gee, Urban Triage, and Madison Public Health to increase participation from low income/BIPOC communities. Furthermore, we will reach out to Madison Starlings alumnae that are still in the area and might have an interest in continuing their involvement with the organization.

3. Describe how your program includes input or suggestions from target population served in your program design and operation.

This program is based on input from previous coaches, both experienced and first time coaches, with Madison Starlings. Though these coaches may not experience all of the socioeconomic barriers of the target population, the coaching specific challenges they face are relevant. Young adult coaches as a part of this program will have the opportunity to provide direct feedback to their mentor or directors and do exit interviews regarding their experience in this program.

Theory of Change & Logic Model

1. Describe how your proposed services are based on evidence of success, and how you will meet performance outcomes while maintaining quality services customized to each participant's needs. Please include the following in your response:

- a. Past service outcomes and other accomplishments that validate your approach.

Madison Starlings has positively impacted the lives of many BIPOC/low income youth through the support they get from teammates and coaches playing volleyball. In this program for young adults, we continue to utilize the value of a team setting for learning a variety of life skills while making it hyper personalized with the incorporation of a mentor.

- b. Best practices and proven resources for youth, young adults, and/or adults you will utilize.

Young adults as a part of this program will have the opportunity to work 1 on 1 with a mentor. This approach will allow for very personalized service to meet the individual needs of participants. In addition, there will be opportunities for participants to network with each other at larger Madison Starlings events.

- c. How you will incorporate past experience with performance tracking and reaching outcomes, including challenges overcome.

Madison Starlings has historically tracked attendance of youth and participation in their high school volleyball programs for large numbers of youth. For a smaller program such as this one, more direct communication over the long term can be employed to determine the success of this model. With a smaller number of participants,

Madison Starlings has sufficient staff to directly communicate with each young adult even after their year of mentorship is complete.

2. Please describe current and past success in engaging community members and service recipients in developing and improving services.

Madison Starlings developed this program with insights from coaching directors and coaches within the organization. While this form of this program is new to Madison Starlings, we currently get lots of feedback on our youth programs through 1 on 1 contact with participants and families which is highly effective and informative.

3. Please describe your plan to meaningfully involve service recipients, including past, present and potential recipients, in ongoing design, flexing and improvement of proposed youth, young adult, and/or adult employment services.

Madison Starlings is a growing organization which allows for a lot of flexibility as we design future services and programs. Young adults as a part of this program will have the opportunity to communicate extensively with their mentors, but will also have the opportunity to share feedback with directors of Madison Starlings that can be incorporated into future program design.

Budget - Complete the Budget Worksheet, including all costs for which you request funding through this RFP. All costs included must be reasonable, allowable, necessary, and allocable among the stated cost categories.

YOUTH, YOUNG ADULT AND ADULT EMPLOYMENT BUDGET APPLICATION FORM AGENCY AND PROGRAM REVENUES

| | |
|--|--|
| Legal Name of Organization: | Madison Starlings Volleyball Club, Inc |
| Total Amount Requested: | 52400 |
| Contact Name and Email for Budget Info: | Kristina Weld kristina.weld@madisonstarlings.org |

****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 2023 | 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 | 52,400 | 15,100 | 37,300 | | | | |
| OTHER GOVT* | 0 | | | | | | |
| FUNDRAISING DONATIONS** | 22,000 | | 2,000 | | | | 20,000 |
| USER FEES | 40,000 | | | | | | 40,000 |
| TOTAL REVENUE | 114,400 | 15,100 | 39,300 | 0 | 0 | 0 | 60,000 |

ERROR

*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.

YOUTH, YOUNG ADULT AND ADULT EMPLOYMENT BUDGET APPLICATION FORM AGENCY AND PROGRAM REVENUES

Enter all expenses for the programs in this application under the PGM A-D columns. Enter the amount you would like the City to pay for with this funding under the CITY SHARE column next to the PGM column. Enter all other programs in your agency under NON APP PGMS (last column).

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

| ACCOUNT CATEGORY | AGENCY 2023 | 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 | 46,100 | 23,100 | 5,600 | 5,600 | 17,500 | 17,500 | | | | | | | 23,000 |
| Taxes/Benefits | 0 | 0 | | | | | | | | | | | |
| Subtotal A. | 46,100 | 23,100 | 5,600 | 5,600 | 17,500 | 17,500 | 0 | 0 | 0 | 0 | 0 | 0 | 23,000 |
| B. OTHER OPERATING | | | | | | | | | | | | | |
| Insurance | 3,000 | 1,500 | 1,500 | 1,500 | | | | | | | | | 1,500 |
| Professional Fees/Audit | 0 | 0 | | | | | | | | | | | |
| Postage/Office & Program | 0 | 0 | | | | | | | | | | | |
| Supplies/Printing/Photocopy | 600 | 0 | | | | | | | | | | | 600 |
| Equipment/Furnishings/Depr. | 11,100 | 1,100 | 1,100 | 1,100 | | | | | | | | | 10,000 |
| Telephone | 50 | 0 | | | | | | | | | | | 50 |
| Training/Conferences | 7,350 | 1,100 | 300 | 300 | 800 | 800 | | | | | | | 6,250 |
| Food/Household Supplies | 150 | 0 | | | | | | | | | | | 150 |
| Travel | 200 | 200 | 200 | 200 | | | | | | | | | |
| Vehicle Costs/Depreciation | 0 | 0 | | | | | | | | | | | |
| Other | 15,000 | 0 | | | | | | | | | | | 15,000 |
| Subtotal B. | 37,450 | 3,900 | 3,100 | 3,100 | 800 | 800 | 0 | 0 | 0 | 0 | 0 | 0 | 33,550 |
| C. SPACE | | | | | | | | | | | | | |
| Rent/Utilities/Maintenance | 11,800 | 800 | 800 | 800 | | | | | | | | | 11,000 |
| Mortgage Principal/Interest | 0 | 0 | | | | | | | | | | | |
| Depreciation/Taxes | 0 | 0 | | | | | | | | | | | |
| Subtotal C. | 11,800 | 800 | 800 | 800 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 11,000 |
| D. SPECIAL COSTS | | | | | | | | | | | | | |
| Assistance to Individuals | 3,000 | 3,000 | | | 3,000 | 3,000 | | | | | | | |
| Participant Wages | 21,600 | 21,600 | 5,600 | 5,600 | 16,000 | 16,000 | | | | | | | |
| Participant Taxes/Benefits | 0 | 0 | | | | | | | | | | | |
| Other | 0 | 0 | | | | | | | | | | | |
| Subtotal D. | 24,600 | 24,600 | 5,600 | 5,600 | 19,000 | 19,000 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL (A-D.) | 119,950 | 52,400 | 15,100 | 15,100 | 37,300 | 37,300 | 0 | 0 | 0 | 0 | 0 | 0 | 67,550 |

YOUTH, YOUNG ADULT AND ADULT EMPLOYMENT BUDGET APPLICATION FORM AGENCY AND PROGRAM REVENUES

Madison Starlings Volleyball Club, Inc

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

| | 2023 | 2023 | 2023 | 2023 | 2023 | 2023 | 2023 | 2023 | 2023 | 2023 | 2023 |
|---------------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------|-------------------|-----------------------------------|--------------|----------------|---|
| 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 |
| Summer Series Coordinator (10 weeks) | 0.10 | | | | | 0.10 | | | 0 | 50.00 | 1,600 |
| Accountant | 0.02 | | | | | 0.02 | | | 0 | 50.00 | 2,000 |
| Recruiter/Community Connector (8 week | 0.03 | 0.06 | | | | 0.09 | | | 0 | 50.00 | 1,500 |
| Participant Followup | 0.01 | 0.01 | | | | 0.02 | | | 0 | 50.00 | 2,000 |
| Mentor 1 (20 weeks) | | 0.10 | | | | 0.10 | | | 0 | 25.00 | 2,000 |
| Mentor 2 (20 weeks) | | 0.10 | | | | 0.10 | | | 0 | 25.00 | 2,000 |
| Mentor 3 (20 weeks) | | 0.10 | | | | 0.10 | | | 0 | 25.00 | 2,000 |
| Mentor 4 (20 weeks) | | 0.10 | | | | 0.10 | | | 0 | 25.00 | 2,000 |
| Mentor 5 (20 weeks) | | 0.10 | | | | 0.10 | | | 0 | 25.00 | 2,000 |
| Mentor 6 (20 weeks) | | 0.10 | | | | 0.10 | | | 0 | 25.00 | 2,000 |
| Mentor 7 (20 weeks) | | 0.10 | | | | 0.10 | | | 0 | 25.00 | 2,000 |
| Mentor 8 (20 weeks) | | 0.10 | | | | 0.10 | | | 0 | 25.00 | 2,000 |
| | | | | | | 0.00 | | | 0 | 0.00 | 0 |
| | | | | | | 0.00 | | | 0 | 0.00 | 0 |
| | | | | | | 0.00 | | | 0 | 0.00 | 0 |
| | | | | | | 0.00 | | | 0 | 0.00 | 0 |
| | | | | | | 0.00 | | | 0 | 0.00 | 0 |
| | | | | | | 0.00 | | | 0 | 0.00 | 0 |
| | | | | | | 0.00 | | | 0 | 0.00 | 0 |
| | | | | | | 0.00 | | | 0 | 0.00 | 0 |
| | | | | | | 0.00 | | | 0 | 0.00 | 0 |
| | | | | | | 0.00 | | | 0 | 0.00 | 0 |
| TOTAL: | 0.16 | | | | | 1.03 | 0 | 0 | 0 | 400.00 | 23,100 |

ERROR

*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

YOUTH, YOUNG ADULT AND ADULT EMPLOYMENT BUDGET APPLICATION FORM AGENCY AND PROGRAM REVENUES

Please name each program you are requesting funding for next to each funding request.

****Only use whole numbers, if using formulas or amounts with cents, convert to whole number before submitting to CDD.**

| Pgm Letter | Program Name | Program Expenses | 2023 City Request |
|------------------------|---|------------------|-------------------|
| A | Starlings Summer Series Youth Coaching Internship | PERSONNEL | 5,600 |
| | | OTHER OPERATING | 3,100 |
| | | SPACE | 800 |
| | | SPECIAL COSTS | 5,600 |
| | | TOTAL | 15,100 |
| B | Starlings Young Adult Coaching Training Program | PERSONNEL | 17,500 |
| | | OTHER OPERATING | 800 |
| | | SPACE | 0 |
| | | SPECIAL COSTS | 19,000 |
| | | TOTAL | 37,300 |
| C | | PERSONNEL | 0 |
| | | OTHER OPERATING | 0 |
| | | SPACE | 0 |
| | | SPECIAL COSTS | 0 |
| | | TOTAL | 0 |
| D | | PERSONNEL | 0 |
| | | OTHER OPERATING | 0 |
| | | SPACE | 0 |
| | | SPECIAL COSTS | 0 |
| | | TOTAL | 0 |
| E | | PERSONNEL | 0 |
| | | OTHER OPERATING | 0 |
| | | SPACE | 0 |
| | | SPECIAL COSTS | 0 |
| | | TOTAL | 0 |
| TOTAL FOR ALL PROGRAMS | | | 52,400 |

Youth Employment Logic Model

| Situation | Resources | Activities/ Strategies | Short Term Outcomes | Intermediate Outcomes | Impacts |
|---|---|---|--|--|---|
| BIPOC/low income youth do not have access to good paying jobs that provide opportunities for learning and skill development | Organizational Resources: Staff mentoring skills Summer series coordinator Community relationship building | 1 hour of mentoring pre/post practice for lead youth coaches Youth coaches develop a practice plan & lead a 2 hour practice for youth ages 11-17 | Youth use critical thinking and problem solving skills to write a lesson plan for practice and adapt it on the fly Youth improve formal writing skills Youth coaches communicate effectively with a variety of younger youth and with co-coaches | Youth build confidence & resilience Youth improve resumes and high school writing assignments Youth advocate for themselves and their ideas more effectively | Reduction in high school dropout rate and economic insecurity within participants |
| | External Resources: Grant funding Coordination with schools and community centers | Youth coaches create a young coaches' handbook Youth coaches provide feedback/ coaching to younger volleyball players | | | Increase in college applications and skilled labor jobs held within participants. |

Young Adult Employment Logic Model

| Situation | Resources | Activities/ Strategies | Short Term Outcomes | Intermediate Outcomes | Impacts |
|--|---|---|---|---|---|
| BIPOC/low income young adults do not have access to good paying part time jobs that provide soft skill development and mentorship. | Organizational resources: Staff skills and time as mentors Coaching directors oversight of program Community relationship building | Provide feedback/ coaching to players in practices 2x/week Motivate players through tough games at 5 different tournaments Collaborate with co-coach to strategize skill teaching and practice planning | Young adults use effective verbal communication to give feedback Young adults increase leadership skills and ability to understand the mindset of others Young adults increase critical thinking skills | Young adults will be better able to advocate for themselves in interviews and work with a variety of folks Young adults demonstrate more resiliency and thoughtfulness in solving problems | Reduction in financial instability within participants. |
| | External Resources: grant funding | Training on coaching strategies and drills Diversity and inclusion training for mentors | Young adults improve coaching skills | Young adults demonstrate better understanding of human motivators | Improvement in employability of adults who go through the program and increased confidence in working with a variety of people. Improved long term coaching for Madison Starlings including better coach and player retention. |