



2019 Emerging Opportunities Program Application

Submit Application to: EOPapplications@cityofmadison.com

Deadline: 12:00 pm CST (noon) on October 16, 2018

Late applications will not be accepted

Please limit your proposal and responses spaces provided in this form. Any materials submitted in addition to this application form will not be considered in the evaluation of the proposal. *Do not attempt to unlock or alter this form.*

If you need assistance with this proposal or are unclear about how to respond to any questions listed below, please contact CDD staff at 266-6520.

Agency or Group:	Focused Interruption, Inc.	Amount Requested:	\$20,000
Title of Proposal:	Building Organizational Capacity for the Crisis Response Peer Support Program		
Project Type	Organizational Capacity		

Contact Us! CDD staff are committed and willing to help interested groups understand and work through program requirements. Call Nancy Saiz at 266-6520 or check out the staff directory on our website for a list of staff, their focal areas, and contact information.

<p>Project Description:</p>	<p>Focused Interruption, Inc.’s mission and vision is to focus on being front line interrupters of violence, racial disparities, mass incarceration, and injustices primarily in underserved communities by serving as the bridge builder with grassroots leaders, communities of faith, businesses, government agencies, and the broader community to implement violence prevention strategies and address issues of poverty and racial inequality. In 2017, FIC partnered with Nehemiah Center for Urban Leadership (“Nehemiah”) to provide culturally relevant Peer Support Services to communities of color following incidents of violence and subsequently developed working agreements with the City of Madison, Madison Police Department, UW Hospital and Clinics, Anesis Therapy, and the Urban League of Greater Madison to launch the Crisis Response Peer Support Program (“CRPSP”) to provide effective, culturally appropriate, and trauma-informed services for victims, survivors, and their families harmed by violence.</p> <p>Following incidents of violence, especially those that are gun related, victims, survivors, and their families in communities of color often do not get the help they need to recover and live safe, productive lives. Existing systems in the City of Madison do not have the cultural competency to engage, respond to, and treat victims and survivors of violence and their families. Too often, these individuals are left to cope silently with the harmful effects of trauma. Using Peer Specialists, the CRPSP is able to expand services and supports in the community that help normalize program participants’ lives and promote their healing.</p> <p>FIC uses an evidence-based approach to support communities of color to build their knowledge, skills, and confidence, recognizing that people are experts in their own health and, therefore, are best placed to identify what they need to improve their health and wellbeing. This evidence-based approach explicitly values the potential in communities to support people and improve the networking of formal care services with community resources. This is done by using a combination of peer support and community capacity. Community capacity shifts away from systems that wait for people to fall into crisis to one that builds on people’s strengths and their aspirations so they are able to maintain their health, wellbeing, and independence and improve their quality of life and social functioning.</p> <p>The CRPSP leverages the experience and resources of numerous community leaders, non-profit organizations, and others to meet an immediate need in the community while building a platform for future change. At this stage of the program, community capacity and peer support are voluntary within the Crisis Response Peer Support Program (CRPSP). While there is evidence supporting the positive impact of this program, there are challenges in how FIC can meet the demand for direct services and the processes required without enhancing its organizational capacity in terms of Community Awareness and Engagement, Organizational Management and Operations, and Technology to strengthen and improve the delivery of services.</p>		
<p>Contact Person:</p>	<p>Anthony Cooper</p>	<p>Email</p>	<p>anthony@focusedinterruptioncoalition.com</p>
<p>Address:</p>	<p>655 W Badger Rd Madison, WI 53711</p>	<p>Telephone:</p>	<p>(608) 395-7092</p>

Is this Group a 501 (C) (3)?	Yes or No No	If no, applicant will need to secure a fiscal agent with 501 (C) (3) status	
Applicant Organization founded (Year):	2017		
Name of Fiscal Agent (if Applicable):	Nehemiah Community Development Corporation	Fiscal Agent Phone:	(608) 257-2453
Fiscal Agent Contact Person:	Harry Hawkins	Fiscal Agent Email:	hhawkins@nehemiah.org

1. Project Description

a. What is the goal of your project? (500 characters)

1) Community Awareness and Engagement—Expand community knowledge of FIC, CRPSP, and FIC’s services to the community. 2) Organizational Management and Operations—Improve policies; staff development; volunteer program/effort to assist with service delivery; and enhance the program delivery model to effectively meet the program demands. 3) Technology—Implement new technology tools/systems to enhance service delivery, promote volunteer opportunities, and connect community partners.

b. Intended Service Population: (500 characters) Describe the intended service population that will be impacted by this project (e.g., location, ages, ethnicities, income ranges, English language proficiency etc.). The CRPSP provides services to persons of color living in the City of Madison ages 16-35 who are assessed as having moderate to high criminogenic risks and needs using an empirically validated actuarial assessment tool. All program participants are low-income as defined by federal poverty guidelines and have employment barriers.

c. Project Design: (5000 characters) Describe your proposed project activities. How will these activities help you accomplish your stated goals? Include information about key parts of your project that help us understand how you will accomplish your goals and how these funds would be used.

FIC has partnered with Nehemiah, Madison Police Department, UW Hospital and Clinics, Anesis Therapy, and the Urban League to provide culturally relevant Peer Support Services to communities of color following incidents of violence and in order to launch the CRPSP to provide effective, culturally appropriate, and trauma-informed services for victims, survivors, and their families harmed by violence. Since its inception, FIC has assisted hundreds of victims, survivors, and their families, as well as the victimizers and their families affected by acts of violence. The positive impact of the program has led to growth and demand of the program causing FIC’s leadership team to strategize ways to enhance its organizational capacity in terms of Community Awareness and Engagement, Organizational Management and Operations, and Technology to strengthen and improve the delivery of services.

Goal 1: Community Awareness and Engagement – First, FIC plans to expand the community’s awareness of the CRPSP program, its efforts, and the organization’s services to the community through Community Awareness and Engagement. Currently, the CRPSP program is completely voluntary; therefore, bringing more community awareness to the program will build individual, family, and community ability to support themselves more effectively than intervention or support by statutory services; have positive impacts for people and communities of color, including improvements in access to resources, building relationships, and informal support networks; and confidence of individuals and communities of color to solve problems themselves. With these funds, FIC will create a .25 FTE position, Community Engagement Specialist, to perform the duties of developing a public relations media plan, coordinating community outreach meetings, and conducting community focus groups to bring more awareness and engage the community in the CRPSP. This position will also conduct presentations in six targeted neighborhoods throughout the City of

Madison to improve the understanding of the program, its delivery of services, and the partnerships and resources available throughout Madison. Once this position is developed and the community awareness and engagement implemented, FIC will achieve an increase in the community's demand for the CRPSP and services and resources. As a result, there will be an increase in the number of individuals in FIC's targeted underserved populations receiving direct services as a result of its capacity building efforts which will catalyze the number of organizations in the City of Madison that will experience an increase in requests for their programs and services.

Goal 2: Organizational Management and Operations – Next, FIC will contract with a consultant, Jonathan Grambling, in an effort to strategize a plan to improve its policies, staff development, internal communications, volunteer program/effort to assist with service delivery, and enhance the program delivery model to effectively meet the program needs and demands. Mr. Grambling will review and address FIC's internal operations for efficiency and effectiveness, implement organizational and operational projects with the purpose of improving service delivery, assist with developing/expanding a more diversified funding stream, and identify components that lead to the enhancement of a volunteer program/effort to assist with service delivery. The consultant will work closely with FIC's Assistant Executive Director and the newly created Community Engagement Specialist to implement their findings and recommendations. The outcomes will be an essential increase in productivity, an enhancement of the organization's operations to support efficient and effective service delivery, and the program will be better supported administratively and operationally.

Goal 3: Technology – Finally, with this grant, FIC will implement new technology tools/systems to enhance its service delivery, promote volunteer opportunities, and connect community partners. Once the consultant delivers their recommendations for enhancing the program's service delivery model, organizational management, and operations, FIC will contract with DANENet, or a similar organization if the needs and recommendations exceed DANENet's capacity, to find and/or develop a data management system for organizational efficiency and effectiveness. Once the database has been determined or developed, FIC staff will be trained on the use of the technology system/s. Training will be done routinely to improve accuracy in data management and service delivery. The new technology and training will not only enhance the service delivery of the program, but business processes will be streamlined and automated. Additionally, the new technology will support internal and external communication efforts for developing/expanding more diversified funding stream streams and enhancing a volunteer program/effort to assist with service delivery.

d. Proposed Timeline for Implementation

Activity	Estimated Start and Completion Dates
Contract with Jonathan Grambling, Organizational Management Consultant	March 2019
Hire Community Engagement Specialist	April 2019
Present the CRPSP to 6 neighborhoods in the City of Madison to increase community awareness and engagement	April 2019 - September 2019
Implement findings and recommendations of Organizational Management Consultant	July 2019
Staff Development Training and Conferences	March 2019 - December 2019
Implement new technology tools/systems and train staff	April 2019 - July 2019

2. Applicant Organization or Group: (2500 characters) Briefly describe the structure of your organization. Include information about your board and/or volunteers. Please describe any successes you have had that relate to the proposed project. (10 Pts)

Focused Interruption, Inc. was created in 2017 with the mission and vision of being front line interrupters of violence, racial disparities, mass incarceration, and injustices primarily in underserved communities by serving as the bridge builder with grassroots leaders, communities of faith, businesses, government agencies, and the broader community to implement violence prevention strategies and address issues of poverty and racial inequality. For the service delivery of the CRPSP, FIC partnered with Nehemiah Madison Police Department, UW Hospital and Clinics, Anesis Therapy, and the Urban League to provide culturally relevant Peer Support Services to communities of color following incidents of violence to provide effective, culturally appropriate, and trauma-informed services for victims, survivors, and their families harmed by violence.

Anthony Cooper Sr. is FIC's Executive Director and is certified in human services with professional employment recruiting, training, and placement with a depth of experience in assisting individuals in finding and maintaining stable employment. He is also the Vice President of Reentry for Nehemiah. Zandra Hagberg is FIC's Assistant Director and has a wealth of professional experience serving in government, public, private, and non-profit sectors. Most recently, she served as the Senior Director of Marketing at Boys & Girls Club and owns a small business development consulting practice. Jerome Dillard is FIC's Director of Reentry Services and has an extensive professional career in reentry. He is also the Lead Organizer for EXPO (Ex-Prisoners Organizing), a national organization dealing with the many issues of incarceration. Aaron Hicks serves as the Director of Peer Services and has worked in the field of reentry for nearly five years. All FIC team members are trained Peer Specialists and either hold a certification or are on track to become certified in this line of work. They have all received training in effective peer counseling, facilitating group mentoring experiences, and utilizing a cognitive behavioral approach and motivational interviewing.

Our partners are what make the CRPSP possible: Nehemiah, UW Hospital and Clinics, Anesis Therapy, and the Urban League.

3. Alignment: (2500 characters) Briefly describe how your proposed project aligns with City, neighborhood or community based planning processes, data, or reports. (10 Pts)

The City of Madison identified specific effort areas in which the Community Development Division (CDD) funds through this grant: Access to affordable quality services and activities for children, youth, adults, seniors, and families; employment training and support; community engagement and capacity building; access to affordable housing and services that address homelessness; economic development and job creation; and organizational capacity building for agencies working in the above areas. FIC, specifically, is an agency that works in the areas CDD has identified as efforts in their purview. Our CRPS Program provides affordable quality services and activities for individuals affected by violence and their families, especially through our partner organizations. We also provide supported employment and training for program participants through our partnership with Urban League. After reviewing the majority of the neighborhood plans in the City of Madison, most of the plans have identified economic and employment growth as a goal. The CRPSP supports these goals by addressing issues of poverty and racial inequality through our service delivery.

4. Community Engagement: (2500 characters) Briefly describe how residents and the community who may benefit from this project have been involved in the development of this proposal. (10 Pts)

The CRPSP grew out of members of the community identifying gaps and needs for services related to violence prevention. Those community members eventually created Focused Interruption Coalition to solidify their efforts and signal commitment to this common goal. For nearly two years prior to FIC's CRPSP implementation, FIC met with community members to provide input and identify where needs existed in order to develop an effective CRPSP. FIC continues to grow and build partnerships with other community organizations; bringing diverse voices, skills, and experience to tackle this important problem. An essential part of FIC's vision is engaging and uniting families in our community as mentors and building a support network for communities of color. The project will engage a large number of community volunteers and has opportunities

for community input through six targeted neighborhood presentations of the CRPSP. Additionally, families are recognized as a key factor in mitigating effects of trauma, especially for youth; thus, furthering the opportunity both for community voice and services for community identified needs.

5. Collaboration: (2500 characters) Briefly describe any collaboration or coordination with other organizations or service providers in the development of this proposal. (5 Pts)

Outside of our direct collaboration with the orgnizations that make the CRPS Program possible - Nehemiah, Madison Police Department, UW Hospital and Clinics, Anesis Therapy, and the Urban League of Greater Madison - we have teamed with the following organizations and consultants to enhance FIC's organizational capacity to improve the delivery of services to City of Madison residents:

DANENet: DANENet helps nonprofits with technology planning. It also helps them find appropriate, affordable technology and trains their staff on its use.

Jonathan Grabling, Consultant: Jonathan Grambling is the Editor and Chief of Capital City Hues. Mr. Grambling bring years of experience in helping non-profits bulid their organizational capacity.

6. Funding: (5 points)

a) Has your organization received funding from the City of Madison Community Development Division, City of Madison CDBG office, Community Resources, or the Emerging Opportunities Program in the last 5 years? (Please note: Amount and frequency of funding will be considered in scoring this criteria)

Yes No

b) What other funding do you anticipate pursuing if the project is expected to continue? (500 characters)

Since the funding being requested is specifically for enhancing FIC's organizational capacity, this is a one time request. However, as it relates to the CRPS Program, specifically, we are seeking other grant opportunities. Additionally, this funds from this grant would support FIC's ability to contract with a consultant to identify how FIC can diversify its funding sources and develop a plan for development, donor relations, and funding to sustain the CRPSP program for years to come.

7. Budget (5 points):

a. Summarize your project budget by estimated costs, revenue, and fund sources.

BUDGET EXPENDITURES	TOTAL PROJECT COSTS	AMOUNT OF CITY \$ REQUESTED	AMOUNT OF NON-CITY REVENUES	SOURCE OF NON-City FUNDED PORTION
A. Personnel Costs (Complete Personnel chart below)				
1. Salaries/Wages (show detail below)	32,240	10,400	21,840	Dane Coutny and Nehemiah
2. Fringe Benefits and Payroll Taxes				
B. Program/Project Costs				

BUDGET EXPENDITURES	TOTAL PROJECT COSTS	AMOUNT OF CITY \$ REQUESTED	AMOUNT OF NON-CITY REVENUES	SOURCE OF NON-City FUNDED PORTION
1. Program/Project supplies and equipment				
2. Office Supplies				
3. Transportation				
4. Insurance				
5. Other (explain)				
C. Space Costs				
6. Rent/Utilities/Telephone				
7. Other (explain):				
D. TOTAL (A + B + C)	41,840	20,000	21,840	

Explanation of "Other" expenses: (500 characters)

Consultant: \$5,000 (Amount of City \$ Requested: \$5,000); Technology: \$4,600 (Amount of City \$ Requested: \$4,600)

b. Personnel Chart: List all paid staff that will be working on the proposed program/project.

Title of Staff Position	F.T.E.*	Proposed Hourly Wage*
Executive Director	.10	\$30.00
Assistant Executive Director	.10	\$25.00
Community Engagement Specialist	.50	\$20.00
		\$
		\$
TOTAL	.70	

*FTE = Full Time Equivalent (1.00, .75, .50, etc.) 2080 hours = 1.00 FTE Please identify FTE that will be spent in this project.

-SIGNATURE PAGE-

City of Madison Contracts:

The following information is provided in order to outline city requirements that will apply if your proposal is funded. All allocated funds will be administered through contracts with the City of Madison, Community Development Division. If funded, the City of Madison reserves the right to negotiate the final terms of a contract with the selected organization. If funded, applicants will be required to attend a **mandatory meeting** on contracting requirements. City purchase of service contracts include requirements regarding non-discrimination, consideration of vulnerable populations along with specific requirements in the following three areas:

1. Affirmative Action:

If funded, applicant hereby agrees to comply with City of Madison Ordinance 39.02, an Affirmative Action Plan with the City Department of Civil Rights (DCR) or an exemption if allowed by City DCR. For more information on these requirements, please visit the Department of Civil Rights website: <http://www.cityofmadison.com/dcr/programsCCP.cfm>.

2. 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 Comp
- Professional Liability

The cost of this coverage can be considered in the request for funding. The Certificate of Insurance that will be required at the time of contracting is available on the City of [Madison Risk Management website](#).

A sample contract that includes standard provisions may be obtained by contacting the Community Development Division at (608) 266-6520.

3. Signature:

(Any applications submitted without a signature will be considered incomplete and will not be considered for funding.)

Applicant Signature:

Enter Name: Anthony Cooper

Date: 10/15/18

By entering your initials in the box,

AC

 You are electronically signing your name and agreeing to the terms above.