



School-Age Child Programs for 2020:

High School

Multi-Focus Afterschool and Summer,

Weekend and Summer Evenings, and

Topical/Skill/Population (TSP) Focused Program

This application should be used to apply for multi-focused afterschool, multi-focused summer programs (Section 1), and topical/skill/population focused programs for high school-age youth (Section 2).

Please complete Section 1, 2 and/or 3 in this document and the Organizational Overview and Budget document within separate Excel document. Both documents must be submitted for the application to 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 opportunities that involve both a completely different group of participants for that age group and staff who are not working in the comprehensive multi-focused afterschool and/or summer or evening program, should be considered a stand-alone Topical/Skill/Population (TSP) program with a separate narrative (#1-3).

Please limit your proposal and responses to spaces provided in this form and the required [Excel workbook](#). Responses to this RFP should be complete and comprehensive but succinct. Materials submitted in addition to this application form and the required [Excel workbook](#) will not be considered in the evaluation of the proposal. *Do not attempt to unlock or alter this form.* Font should be no less than 11 pt.

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.

Legal Name of Organization:	Dane County TimeBank	Total Amount Requested for this Age Group:	\$ 10,000
High School Programs applied for (select one or more as applicable):	<input checked="" type="checkbox"/> Multi-focus School Year <input type="checkbox"/> Weekend or Summer Evening <input checked="" type="checkbox"/> Multi-focus Summer <input type="checkbox"/> Topical/ Skills/Population		
Contact Person	Lorrie Hurckes Dwyer	Email:	lorrie@danecounty-timebank.org
Address:	1202 Williamson St, Ste 100, Madison, WI 53703	Telephone:	608-663-0400

SECTION 1. HIGH SCHOOL MULTI-FOCUS AFTERSCHOOL OR SUMMER PROGRAM

Program Name: Timebanking for Youth

Brief Project Description: *Through this project the TimeBank will coordinate skill building workshops, community building activities, civic engagement opportunities, art, space for youth to discuss topics they identify, and support youth in developing youth-identified solutions for challenges youth are facing in their lives. Through this project the TimeBank will coordinate after-school activities for youth twice per week during the school year and weekly during the summer months at LaFollette High School (LHS) and/or the Social Justice Center.*

Amount Requested: \$10,000

Total Proposed Program Budget: \$10,000

1. PROGRAM DESCRIPTION

- a. 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 goals of the project are to create a space twice per week afterschool and weekly during the summer months to proactively engage disengaged students, lift youth voice, increase youth's skills and supports, and support youth in identifying and participating in solutions to the challenges young people face at school and in their communities. Additional overarching goals include increasing sense of belonging, increasing cross-generational support, creating spaces that remove barriers and move people towards mutual respect for one another, and tapping into the vast number of resources within our community through the TimeBank to increase supports, resources, and skill building opportunities for students.*

- b. Intended Service Population: Describe the intended service population that will be impacted by this project (e.g., location, ages, race/ethnicities, income ranges, English language proficiency, employment barriers if applicable etc.). Please refer to the [Data Tool Kit](#). *The primary service population will be high school age students who are disengaged at school, having contact with law enforcement and/or experiencing exclusionary school discipline practices, and are students of color, students with disabilities, and/or lgbtq+ students that attend LaFollette (LHS) or East High School. This population is typically the most at risk for directly experiencing some of our most glaring disparities, including lack of economic opportunities, housing instability, poor graduation rates, greater likelihood for involvement with the juvenile and criminal justice systems, food insecurity, insufficient access to education, and more.*

- c. 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. *The TimeBank has a long history of working in the Madison High Schools, particularly at LHS. TimeBank staff assigned to this project are former LHS students and young professionals of color with many established relationships. The TimeBank plans to participate in partnership with LHS staff to target 9th grade students, specifically through LHS' 9th grade academy work. The TimeBank will participate in pep rallies, events, walk the halls, connect with other clubs and student groups, use social media, and more. We are looking to bring people in, not turn people away, so all students will be able to participate without going through a formal intake process. We will support youth with transportation after programming if needed. We have surveyed youth and have received feedback with high levels of interest in participation and topic areas for programming*

identified by the youth. We will use youth surveys, focus groups, and video testimonials to assess the project.

d. **Activities:** Describe your proposed program activities. Include information about key parts of your program that help us understand how you will accomplish your goals. If applicable, describe any evidence, research, proven curriculum or documentation of promising practice that supports the programming or service proposed. *All of our activities are based on areas that youth are identifying as needs. Ongoing activities include: **youth identified discussion/activity groups** - We've heard from a lot of youth about their need to discuss issues they care about, specifically politics, current events, racism, gender, mental health, healthy relationships, sexuality, violence, etc. **Theatre of the Oppressed activities** - As created by Brazilian theatre visionary and Nobel Peace Prize nominee, Augusto Boal (1931-2009), Theatre of the Oppressed (T.O.) is a form of popular community-based education that uses theater as a tool for social change. Originally developed out of Boal's revolutionary work with peasant and worker populations in Latin America, it is now used all over the world for social and political activism, conflict resolution, community building, therapy, and government legislation. It is also practiced on a grassroots level by community organizers, activists, teachers, social workers, cultural animators, and more. **Youth Leadership Council** - this group will work to center youth voice, discuss youth-led solutions for challenges youth are facing, and present youth-led solutions to adults. This group will work to shift power dynamics between adults and youth and shift from "supporting youth" to "supporting one another." **TimeBank and Mutual Aid Network Skill Building Workshops** - the TimeBank will tap into resources within the TimeBank and the Mutual Aid Network to coordinate skill building workshops and light apprenticeships for youth. Topics for these workshops and opportunities will be determined by youth interest and feedback. They can range from how to set up a website to how to fix a computer to mindfulness to yoga to learning to code based on what youth express as areas of interest. **Events** - the TimeBank will host 4 events for youth and families through this project.*

e. **Proposed Timeline for Implementation:**

Activity	Estimated Start and Completion Date
January	Winter series launch at LHS jan-mar 2020
March	Spring series launch at LHS mar-may
June	SJC series launch jun-aug
August/September	Back to school bash fall 2020
September	Fall series launch at LHS
December	Year-end celebration event

Other milestones, notes or comments about the proposed timeline (if applicable):

f. **Family and Community Engagement:** Briefly describe how youth and families who will benefit from the proposed program have been involved in the development of this proposal and will be involved in the implementation and assessment of program activities and outcomes. How are families of the

participants engaged with the program? *This project has been heavily designed by youth, families, and community members. Each have been surveyed for level of interest and type of supports they are interested in. This project is designed to be a youth-led initiative, so youth and their support people will be involved in the assessment, evaluation, and future planning of the project as we bring it to life.*

- g. Cultural Relevance and Language Access: 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. *This project is designed and led by people of color, from our staff to the youth we're working with. The TimeBanking is currently hosting a transformational leadership series, led by Davette Baker, to help ground our white community members in history and structures of oppression so we can be mindful and anti-racist in our work. The content of the programming will be specific to the needs and requests of youth participating. The TimeBank has a vast network of community resources to tap into to ensure cultural relevancy in programming. There are members of the TimeBank that we can tap into as needed for language needs.*

- h. Madison Out-of-School Time (MOST) Effective Practices: Please describe how each of the seven basic elements is addressed by your proposed program design. How will you monitor if the program during implementation to assess continued alignment with the [MOST Effective Practices](#)? *The seven basic elements are addressed through our ongoing work to promote youth voice and leadership, supportive relationships, community and family engagement, racial justice, intentional program design, ongoing staff support and management, and providing safe environments. The TimeBank's mission is to connect people in sharing time and talents to meet needs, improve systems, and address community issues throughout Dane County. Our vision is to build an interconnected community in which meaningful relationships drive collective change. The active engagement of youth, families, and TimeBank members generates recognized impact on an individual and collective level. The TimeBank models resource sharing and community building that breaks down walls between diverse groups and demonstrates mutual respect and support for all. Grounded in the core values of time-banking - respect, assets, reciprocity, social capital, and redefining work, we are able to both give and receive support through this project. The TimeBank will monitor the project throughout implementation by seeking feedback from youth and other participants, including strengths and areas for improvement. The TimeBank will work with youth to implement their vision and ideas for the project throughout.*

2. PROGRAM STRUCTURE AND STAFFING

- a. Anticipated Frequency, Duration and Attendance: Please complete the table below. If you are proposing to provide a high school multi-focused afterschool and/or summer 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.

High School Multi-Focused	Frequency*	# of Program Hours Per Program Day	Annual Duration**	Adult to Youth Ratio	Anticipated Average Attendance per Program Day
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Location #1: LaFollette High School					
Afterschool	twice/week	1.5	Throughout school year	1 to 20	10
Summer					
Location #2: Social Justice Center					
Afterschool					
Summer	once/week	2	summer months	1 to 20	10

*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 with differences in the program structure as compared to the two high school multi-focused afterschool or summer programs included in the table above.

- b. Total Annual Unduplicated High School-Age Youth: Anticipated unduplicated number of individual high school-age youth across all of the proposed programs: **50**
- c. Program Schedule: If you are proposing to provide a multi-focused afterschool and/or summer 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): LaFollette High School			
Day	High School Multi-Focused	Start Time	End Time
Mon.	School Year		
	Summer		
Tues.	School Year	4	5:30
	Summer		
Wed.	School Year		
	Summer		

Thur.	School Year	4	5:30
	Summer		
Fri.	School Year		
	Summer		
Sat.	School Year		
	Summer		
Sun.	School Year		
	Summer		

Table 2

Location #2: Social Justice Center			
Day	High School Multi-Focused	Start Time	End Time
Mon.	School Year		
	Summer	12	2
Tues.	School Year		
	Summer		
Wed.	School Year		
	Summer		
Thur.	School Year		
	Summer		
Fri.	School Year		

	Summer		
Sat.	School Year		
	Summer		
Sun.	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 two high school multi-focused afterschool or summer programs included in the tables above.

d. Additional Activities: Do you anticipate providing activities for the multi-focused high school afterschool or summer program that are not included in the table above? Please describe these activities, including location, frequency, hours and duration (i.e. special event, field trips, workshops or meetings). *The TimeBank often has other opportunities that pop up, including youth leadership opportunities, opportunities to participate in community projects, opportunities to participate in storytelling projects and more. The TimeBank will make any additional opportunities that pop up throughout the year available to youth associated with this project.*

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

- f. Volunteers: If volunteers will have direct contact with program participants, how are they vetted, trained and supervised? *TimeBank members participating with youth are screened through MMSD's volunteer application and background checks. Members are trained by TimeBank staff and work together with youth.*

3. COLLABORATION, COORDINATION AND RESOURCE LINKAGE

- a. 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)?
MMSD/LHS	LHS will team with DCTB to improve culture and climate, provide community building activities, work to engage disengaged students, and provide skill building activities for youth. LHS will provide space for youth programming.	Cullen Haskins	Yes, DCTB and MMSD
Social Justice Center	SJC will provide space for youth programming and collaborative opportunities with other SJC Tenants through this project.	Annie Kraus	Lease and Operational Agreement, yes
Mutual Aid Network	MAN will provide cooperative opportunities for skillshare and entrepreneurial development.	Stephanie Rearick	Yes

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

How do these partnerships enhance this proposal? *The partnership with LaFollette High School helps to identify and work directly with youth that are disengaged. This partnership allows us to team with other LHS staff to enhance supports and resources for youth. The partnership with the Social Justice Center enhances the project by providing a physical space to do summer programming and through collaboration with other tenants of the SJC including Books to Prisoners, Tenant Resource Center, Madison Community Cooperative, 608 Arts, Madison Interpreters Cooperative, and more. The partnership with the Mutual Aid Network allows us to access the membership and build meaningful connections for economic and entrepreneurial endeavors. <https://madisonman.coop> A Mutual Aid Network (MAN) is a new type of networked cooperative, designed to create means for everyone to discover and succeed in work they want to do, with the support of their community. Madison MAN Cooperative members engage in mutually beneficial sharing and exchange, in service to equitable and sustainable communities, and embodying the following practices: Reciprocity, Democratic member control and economic participation, Voluntary and open membership, Mutual aid among mutual aid networks, Transparent, open, and accessible processes.*

What are the decision-making agreements with each partner? *With LHS, we work as a team to determine programming and schedule. With the Social Justice Center, we operate we work with the Operations Committee and the SJC Coordinator on scheduling and space needs. The Mutual Aid Network is a member cooperative, with the TimeBank as a member. There is shared governance and decision making for all joint endeavors.*

- b. 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? TimeBank members are a caring and interconnected community of people who help each other by sharing our abilities, talents, and experiences. By both giving and receiving, we learn to appreciate the value of each and every member and also come to believe in the value of our own contributions. Instead of separating our community into those who need and those who provide, we recognize that we all have needs and gifts to share. When members provide a service for other members, one TimeBank Hour is earned for each hour spent providing the service. Members can then exchange each TimeBank Hour earned for an hour of service from someone else. The Dane County TimeBank (DCTB), with a focus on equity and community building, strives to encourage all members' strengths and involvement. TimeBank Member Coordinators take great care in matching individuals for the success and benefit of all involved in each exchange. We believe through these exchanges members build positive relationships and we broaden support networks within the community. Things that may not be as accessible due to financial situations, insurance, qualifying factors, etc. become accessible to everyone through timebanking. In an era of declining government funding, TimeBanking provides a practical tool to mobilize the resources of citizens in a community in a way that enables people from diverse backgrounds to know and help each other, reweaving community and building trust and skills. A primary objective of the service exchange model is to empower residents from all walks of life to create positive changes in their own communities. The TimeBank is a leadership development tool for youth, a provider of resources for individual community members, a pool of resources and springboard to address community concerns, and an organizing tool.*

An explicit goal of the Dane County TimeBank is to provide a mechanism to facilitate the sharing and exchange of resources among organizations that are often put in a position of competing for limited resources. This approach reduces strain on municipal budgets and human service providers, provides opportunities for restorative justice, and offers a chance for everyone to work

Outcome Objective # 2	Youth will show an increase in social-emotional competency and enhanced life skills.		
Performance Standard	Targeted Percent	80%	Targeted Number 40
Measurement Tool(s) and Comments: Youth, parent, and school staff surveys			

High School Program Outcome (select one or more program types as applicable): x Multi-focus School Year x Multi-focus Summer			
Outcome Objective # 3	Youth will show increased academic achievement and a decrease in behavior incidents at school.		
Performance Standard	Targeted Percent	80%	Targeted Number 40
Measurement Tool(s) and Comments: school records, surveys			

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

- d. 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? Describe how client confidentiality and contract compliance with data and documentation will be maintained. *The TimeBank works with the city and county through other contracts and we currently track demographic data, program activities, outcome measures and expenses for our work with youth. This project's tracking systems will follow a similar model. We are experienced with contract compliance and documentation. The TimeBank's Director is responsible for all reporting and contract compliance. Our records are confidential and only specific people working directly with our programming have access to our tracking database. Our tracking documents are regularly reviewed and updated.*

SECTION 5: DISCLOSURES

If applicable, please include the following:

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.

Disclosure of Contract Failures, Litigations

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

SECTION 6. BUDGET

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 Other Funding Opportunities webpage: <https://www.cityof-madison.com/dpced/communitydevelopment/funding/other-funding-opportunities/477/>



APPLICATION FOR 2020 SCHOOL-AGE CHILD AND YOUTH PROGRAMS

1. ORGANIZATION CONTACT INFORMATION

Legal Name of Organization	Dane County TimeBank Inc	
Mailing Address	1202 Williamson St, Suite 100, Madison, WI 53703	
Telephone	608-663-0400	
FAX		
Director	Lorrie Hurckes Dwyer	
Email Address	lorrie@danecountytimebank.org	
Additional Contact	Jerry Chernow	
Email Address	finance@danecountytimebank.org	
Legal Status	Private: Non-Profit	
Federal EIN:	20-3307122	

2. PROPOSED PROGRAMS

Program Type	2020 Request		Program Name
	Letter	New?	
Elementary Programs	A	\$0	Elementary School Program
Contact:		Phone:	Email:
Middle School Programs	B	\$0	Middle School Youth Program
Contact:		Phone:	Email:
High School Programs	C	\$10,000	High School Youth Program: Timebanking for Youth
		NEW	
Contact: Lorrie Hurckes Dwyer		Phone: 608-663-0400	Email: lorrie@danecountytimebank.org
TOTAL REQUEST		\$10,000	

DEFINITION OF ACCOUNT CATEGORIES:

Personnel: Amount reported should include salary, taxes and benefits. Salary includes all permanent, hourly and seasonal staff costs. Taxes/benefits include all payroll taxes, unemployment compensation, health insurance, life insurance, retirement benefits, etc.

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

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

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

3. SIGNATURE PAGE

AFFIRMATIVE ACTION

If funded, applicant hereby agrees to comply with City of Madison Ordinance 39.02 and file either an exemption or an affirmative action plan with the Department of Civil Rights. A Model Affirmative Action Plan and instructions are available at cityofmadison.com/civil-rights/contract-compliance.

CITY OF MADISON CONTRACTS

If funded, applicant agrees to comply with all applicable local, State and Federal provisions. A sample contract that includes standard provisions may be obtained by contacting the Community Development Division at 266-6520. If funded, the City of Madison reserves the right to negotiate the final terms of a contract with the selected agency.

INSURANCE

If funded, applicant agrees to secure insurance coverage in the following areas to the extent required by the City Office of Risk Management: Commercial General Liability, Automobile Liability, Worker's Compensation, and Professional Liability. The cost of this coverage can be considered in the request for funding.

4. SIGNATURE

Enter name:

By entering your initials in the box you are electronically signing your name and agreeing to the terms listed above.

DATE

INITIALS:

ORGANIZATION: **Dane County TimeBank Inc**

ORGANIZATIONAL PROFILE

1. ORGANIZATION HISTORY, VISION STATEMENT, MISSION STATEMENT AND VALUES

The TimeBank has a long history of filling resource gaps in the community by connecting unmet need with untapped resources. Established in 2005, the TimeBank is a network of 2700 members who exchange services and skills to build community, build capacity, and come together to build a better world. Mission: To connect people in sharing time and talents to meet needs, improve systems, and address community issues throughout Dane County. Vision: An interconnected community in which meaningful relationships drive collective change. Values: Assets, Reciprocity, Respect, Social Capital

2. ORGANIZATION EXPERIENCE AND QUALIFICATIONS PROVIDING PROPOSED PROGRAM(S): Describe length of experience and specific qualifications. List current child and youth programs with their inception date.

The TimeBank has become a valuable tool to build programs that help solve challenges identified by the community - collaborating with community partners Dane County Human Services, Madison School District, Verona School District, Madison Police Department and other supporters and participants, we connect unmet needs with unused resources. Our PROJECTS provide meaningful ways for members to tap into the network and offer needed skills and services. The TimeBank hosts a transportation project, a garden project, a wellness project, and more. Our largest project is our youth court project, which utilizes community-based support through the TimeBank to support youth in avoiding citations and arrest

The TimeBank youth court project was launched in 2006 and has grown from one location to 7 locations across Madison and surrounding areas. The TimeBank was instrumental in working with the Madison Police Department to change their policy to allow all youth between the ages of 12-16 committing a municipal ordinance violation in the city of Madison the opportunity to participate in restorative justice as an alternative to the formal juvenile justice system. Since this city-wide initiative began in September of 2015, thousands of youth have had the opportunity to avoid arrest. The TimeBank's school-based youth courts have helped reduce the number of tickets coming out of the high schools from around 500 in the 2008.09 school year down to 45 in the 2018.19 school year.

3. ORGANIZATION UPDATE: Describe any significant change or shifts that the agency has experienced in the last few years, or that you may anticipate in the next few years. For example, changes in leadership, significant turnover in staffing, strategic planning processes, expansions or loss of funding. What, if any, affects will these shifts have on the agency's ability to provide contracted services? If there are no changes, write "no changes" in box below.

The Dane County TimeBank embarked on a strategic planning process in October 2018 to set direction and hone priorities as it continues to evolve and mature. The Board of Directors assessed the current mission statement in December 2018 and conducted a stakeholder inquiry process to gather insights from members of the TimeBank and the broader community. The strategic framework provides focus areas to advance the mission in a responsible and strategic manner. It provides direction for the Executive Director to create implementation and project plans with staff. It serves as a guide for semi-annual discussions with the Board about progress and potential modifications based upon changing circumstances in the community.

The framework consists of the following elements: Mission, Vision, Values, Goals, Strategies, Areas of Focus, Initiatives, and Performance Measures. Goals: 1. Achieve wide-spread community engagement with timebanking to meet individual needs, address collective challenges, and promote economic justice. 2. Advance systems change around social justice issues requiring community action. Strategies: 1. Leverage the power of diverse members who engage in timebank exchange and share a commitment to community-based solutions, 2. Establish intentional collaborations with other organizations that shape the community, 3. Cultivate lateral leadership to convene disparate voices in an authentic way to shift the narrative around sensitive situations and on sensitive issues, 4. Provide affirming experiences for individuals and organizations engaged in resource exchanges Areas of Focus: Community Outcomes, Visibility & Awareness, Member Engagement, Operational Stability. Focusing on our strategic plan will allow us to hone in on our priorities and advance our mission.

4. COMMUNITY ENGAGEMENT:

Describe your organization's relationship with the community served. Include how you solicit feedback from the community, adapt your work to meet the needs of the community, community members are included in planning activities or programs, and service recipients are included in the governing structure of your organization. How do these efforts improve your services?

Include specific strategies that address client, participant, and community engagement.

The TimeBank is a network for the community by the community. It's neighbors helping neighbors to support one another and build stronger and healthier communities. At its core, the TimeBank is an exchange network. Activity that occurs in the TimeBank happens because members are choosing to actively engage in supporting one another in our community. TimeBank staff harness the energy and activity of the membership to help coordinate and implement our projects. All of our projects exist and run because members are invested in creating and supporting the projects. TimeBank staff regularly survey members to determine areas of interest and direction of our projects and initiatives. Our projects are developed based on what our members are interested in working together on and are designed around the needs and ideas of those most directly impacted. For example, our youth court project is a youth-led project where youth identify solutions and supports to meet their needs. The TimeBank staff then pulls in resources offered by other TimeBank members to meet those needs.

Timebanking allows people to participate in ways that are self directed and address the specific needs requested by others. This boosts our skills and resources for creating deep opportunities to build community and address community issues together collaboratively. Because of the vast number and variety of services and experiences among members in the TimeBank, we are able to be creative and nimble in designing, improving, and shifting our projects to meet changing needs. TimeBank staff regularly assesses areas of activity, offers and requests, and commitment of members offering services and support within the TimeBank. We use this information to determine where there is energy, interest, and commitment for supporting different projects and matching unmet need with untapped resources.

The TimeBank hosts regular community events for outreach, education, and engagement

5. DATA: Describe any qualitative or quantitative data sources about the community served that you use to inform your decisions (e.g., input or involvement in the creation, design, implementation, and feedback for services)?

How does the use of this data improve your services?

The TimeBank uses data around best practices in determining how we design our projects. The TimeBank also works with independent evaluators and analyses current research to assess our programming and bigger picture issues that our community faces around disparities, school to prison pipeline, exclusionary school discipline practices, restorative justice, racial justice, and more. Additionally, there have been studies conducted on the impact of timebanking that have concluded that timebanking is effective in reducing social isolation, increasing sense of belonging, increasing civic engagement, and more.

The TimeBank conducted a youth survey last school year to hear from youth topics they are interested in exploring and discussing. There was an overwhelming response that youth are interested in discussing things like politics, current events, racism, mental health, gender and sexuality, and healthy relationships. The Madison School District conducts a culture and climate survey every year and the results show that many students feel unsupported, unheard, undervalued, and that fair and consistent treatment of all students does not occur. The survey shows the prevalence of bullying and a feeling that it is not being addressed. It shows that many students don't feel cared for. We are designing our programming to address these issues that youth are identifying as needs and challenges that they are facing in the schools and in the community.

We also analyze data from the Madison Police Department about who is having law enforcement contact and why. We know from data that law enforcement contact, including citations and arrests, directly impacts future outcomes for youth. While our work around providing alternatives to citation and arrest is impactful and successful, we see a huge need to shift from responding after the fact to building support on the front end. This project works to shift from crisis response to prevention, working to invest in young people from the start.

6. BOARD-VOLUNTEER DEMOGRAPHICS

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

DESCRIPTOR	BOARD		VOLUNTEER		MADISON*		
	Number	Percent	Number	Percent	GENERAL Percent	POVERTY Percent	R/POV** Percent
	TOTAL	10	100%	0	0%		
GENDER							
MALE	3	30%	0	0%			
FEMALE	7	70%	0	0%			
UNKNOWN/OTHER	0	0%	0	0%			
TOTAL GENDER	10	100%	0	0%			
AGE							
LESS THAN 18 YRS	0	0%	0	0%			
18-59 YRS	7	70%	0	0%			
60 AND OLDER	3	30%	0	0%			
TOTAL AGE	10	100%	0	0%			
RACE							
WHITE/CAUCASIAN	9	90%	0	0%	80%	67%	16%
BLACK/AFRICAN AMERICAN	0	0%	0	0%	7%	15%	39%
ASIAN	1	10%	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	10	100%	0	0%			
ETHNICITY							
HISPANIC OR LATINO	0	0%	0	0%	7%	9%	26%
NOT HISPANIC OR LATINO	10	100%	0	0%	93%	81%	74%
TOTAL ETHNICITY	10	100%	0	0%			
PERSONS WITH DISABILITIES	2	20%	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 volunteer pool of your agency represent the racial and cultural diversity of the residents you serve? If not, what is your plan to address this?

Through our youth programming we work largely with youth of color, as youth of color are disproportionately impacted by citation and arrest, exclusionary school discipline practices, and are more likely to be disengaged at school than their white peers. The TimeBank's general membership demographics are similar to Madison's racial demographic breakdown. For our youth court project, however, we specifically recruit and engage members who can relate personally to some of the issues that youth of color are experiencing in Madison. As a result, TimeBank members and staff contributing to our youth court project more closely reflect the demographics of the youth who are referred and participating in the project. Although we have board representation related to income, level of education, ability, gender, age, and sexual orientation, African American representation on our board is lacking at present. Our board and Director are actively engaging in the community, building leadership, hosting events, and building strategic partnerships to recruit board members that reflect the youth we serve as well as to build cultural intelligence amongst our white board members. Some examples of recent events include: Youth of Color Excellence Brunch, Transformational Leadership Series, Sharefest, and The SJC Jubilee.

8. ORGANIZATION REVENUE DETAILED BY PROPOSED PROGRAM

REVENUE SOURCE	2020 PROPOSED	2020 PROPOSED PROGRAMS			OTHER PROGRAMS
		A	B	C	
DANE CO HUMAN SVCS	79,284	0	0	0	79,284
DANE CO CDBG	0	0	0	0	
MADISON-CDD	43,333	0	0	10,000	33,333
UNITED WAY ALLOC	0	0	0	0	
UNITED WAY DESIG	0	0	0	0	
OTHER GOVT	85,483	0	0	0	85,483
FUNDRAISING DONATIONS	18,825	0	0	0	18,825
USER FEES	0	0	0	0	
OTHER	102,441	0	0	0	102,441
TOTAL REVENUE	329,366	0	0	10,000	319,366

9. List the funding sources included in "Other"; describe your organizations fundraising history, structure and results.

Include any other relevant information about revenue and expenses.

Other Govt funding, \$85,483, is a grant through OJJDP that is distributed to us by YWCA

Other funding, \$102,441, includes \$84,441 from Madison School District, \$15,000 from Verona School District, and \$3000 of city funding distributed through YWCA for our Homeless Restorative Justice Project

The TimeBank is seeking \$10,000 from the city under this grant. This is not reflected in the table above. During its first decade of operation, the Dane County TimeBank (DCTB) has gained a reputation as one of the largest and most successful timebanks in the U.S. It has also become known as an organization that builds community and harnesses the resulting social capital to help address unmet needs in Dane County. In an era of declining government funding, TimeBanking provides a practical tool to mobilize the resources of citizens in a community in a way that enables people from diverse backgrounds to know and help each other, reweaving community and building trust and skills. This approach also allows us to do more with less.

The TimeBank was started in 2005 with a \$5000 grant. Membership and project grew quickly and our budget and funding grew along with it. Most of our funding comes from grants and contracts. We receive grants and contracts through Dane County Human Services, City of Madison, the Madison Schools, and Verona High School. Additionally, we have received funding through OJJDP, MetLife Foundation, Foundation for Madison Public Schools, Office of Equity and Inclusion, and other local small grants.

In 2015 we successfully ran a fundraising campaign to increase our unrestricted funds and provide a buffer in the event that a relied upon grants didn't pan out. At the time were losing a long term contract, due to the shift from contracting with service providers to transitioning to managed care at the state level for services to benefit people with disabilities being served in Dane County. The loss of this long term contract caused us to prioritize fundraising so our projects wouldn't need to end with the loss of a grant or contract. Through this campaign we were able to build a modest reserve fund, giving us a bit of flexibility in how we are able to operate.

We fundraise throughout the year, with targeted fundraising happening a couple times per year. We are members of Community Shares of Wisconsin and we participate in fundraising opportunities through their network as well both with

ORGANIZATION:

Dane County TimeBank Inc

REQUESTED AMOUNT:

PROGRAM:

High School Programs

10,000

1. Total unduplicated number of individual high school-age youth across all of your proposed programs:

204

What is your best estimate for the percentage of your program population who qualify for free or reduced school lunch?

80%

2. DEMOGRAPHICS: Complete the following chart for unduplicated participants served by this program in 2018. Indicate the number and percentage for the following characteristics. For new programs, estimate projected participant numbers and descriptors.

You will receive an "ERROR" until completing the demographic information.

DESCRIPTOR	PART #	PART %	STAFF #	STAFF %
RACE				
WHITE/CAUCASIAN	38	19%	1	33%
BLACK/AFRICAN AMERICAN	136	67%	2	67%
ASIAN	3	1%	0	0%
AMERICAN INDIAN/ALASKAN NATIVE	8	4%	0	0%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	0	0%	0	0%
MULTI-RACIAL	2	1%	0	0%
BALANCE/OTHER	17	8%	0	0%
TOTAL RACE	204	101%	3	100%
ETHNICITY				
HISPANIC OR LATINO	11	5%	0	0%
NOT HISPANIC OR LATINO	191	95%	3	100%
TOTAL ETHNICITY	202	100%	3	100%
AGE				
<2	0	0%		
2 - 5	0	0%		
6 - 12	0	0%		
13 - 17	202	100%		
18 - 29	2	1%		
30 - 59	0	0%		
60 - 74	0	0%		
75 & UP	0	0%		
TOTAL AGE	204	101%		
PERSONS WITH DISABILITIES	0	0%		
RESIDENCY				
CITY OF MADISON	169	84%		
DANE COUNTY (NOT IN CITY)	25	12%		
OUTSIDE DANE COUNTY	10	5%		
TOTAL RESIDENCY	204	101%		
TOTAL	ERROR	0%		
MALE	102	50%		
FEMALE	100	50%		
UNKNOWN/OTHER	0	0%		

ORGANIZATION:

Dane County TimeBank Inc

PROGRAM:

High School Programs

3. PARTICIPANT DEMOGRAPHICS: The City is interested in addressing issues of poverty and racial equity for residents of Madison. Please comment on your programs current service participants and identify your underserved population(s).

Explain how you understand any disparities and plans you have to address these issues.

Our participants reflect the glaring disparities that exist in Madison and Dane County. According to the Children's Defense Fund, poverty, racial disparities, and a culture of punishment rather than prevention and early intervention are key forces in driving the School-to-Prison Pipeline. In addition, according to the Wisconsin Council on Children & Families, Madison has been "repeatedly ranked near the bottom in national studies on the extent of racial disparities in our health, education, justice and child welfare systems. A review of currently available data suggests that African Americans in Dane County are at least 60 times more likely to be incarcerated, more than 13 times as likely to be in foster care, more than 3 times as likely to die in infancy, and almost 1/2 as likely to graduate high school on time as their white counterparts."

Race to Equity Dane County Background Data: While this data is now getting dated, these numbers have not significantly changed since this report, which demonstrates a critical need to think outside of the box, get creative, and do something different. Over 20% of Dane County's African American students were identified as chronically absent from school in 2011, compared to 2.2% of Whites. In 2011, suspensions involving Dane County African American students numbered 3,198, compared to 1,130 involving White students. In 2011, almost half of Madison's Black high-school students failed to graduate on time (compared to 16% of Whites). In 2011, Dane County Black youth were arrested at a rate of 430 per 1000, an arrest rate more than 6 times greater than the arrest rate of Black youth nationwide. In 2011, Dane County African American youth were 25 times more likely to be admitted to the state's secure correctional facility than a white youth. Dane County (and Wisconsin as a whole) has some of the highest African American male incarceration rates of any jurisdiction in the country. Black families in Dane County are 15 times more likely to have a son or daughter spend time in juvenile detention than a White family.

Dane County is often at the top of lists of the best places in America to live and raise a family. That makes it all the more troubling that we are repeatedly ranked near the bottom in national studies on the extent of racial disparities in our educational and justice systems. These inequities continue to be felt by the growing communities of color in Madison. To address these racial disparities and to divert students of color from the pipeline to incarceration, we propose an innovative & collaborative leadership development, evidence-based, proactive youth engagement model. In spite of the wealth of services in Dane County, the County still faces one of the most significant disproportionate minority contact (DMC) issues in the state. We believe by enhancing our youth-designed, early end services we can begin to have an impact on this community issue.

4. STAFF DEMOGRAPHICS: Does the **staffing** of the program reflect the racial and cultural diversity of the residents served?

If not, what plans do you have to address this?

We have a very small staff at the TimeBank. In total we have four people on staff currently. Two of our staff are currently working with our youth projects. Those staff are young African American professionals, one male and one female, who first got connected with us when they were in high school participating in our Youth Court project. They are both graduates of LaFollette High School. After they graduated from LaFollette they went off to college then returned to Madison. When the TimeBank launched the city-wide restorative justice initiative in 2015 in partnership with YWCA and Briarpatch Youth Services, the TimeBank hired these two amazing and passionate leaders. They are the primary staff who work with youth and families through the TimeBank.

As our work with youth expands, the TimeBank is committed to hiring people of color, in both coordination and programming work as well as for leadership positions. The TimeBank recently went through a strategic planning process and discussed building lateral leadership at the TimeBank. We are aiming to bring on a new staff person in 2020 to help with the visioning, design, and development of our projects.

ORGANIZATION:	Dane County TimeBank Inc
PROGRAM:	High School Programs

PROGRAM BUDGET

5. 2019 BUDGET

REVENUE SOURCE	SOURCE TOTAL	ACCOUNT CATEGORY			
		PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
DANE CO HUMAN SVCS	0				
DANE CO CDBG	0				
MADISON-CDD	0				
UNITED WAY ALLOC	0				
UNITED WAY DESIG	0				
OTHER GOVT	0				
FUNDRAISING DONATIONS	0				
USER FEES	0				
OTHER	0				
TOTAL REVENUE	0	0	0	0	0

6. 2020 PROPOSED BUDGET

REVENUE SOURCE	SOURCE TOTAL	PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
DANE CO HUMAN SVCS	0				
DANE CO CDBG	0				
MADISON-CDD	10,000	9,082	918		
UNITED WAY ALLOC	0				
UNITED WAY DESIG	0				
OTHER GOVT*	0				
FUNDRAISING DONATIONS	0				
USER FEES	0				
OTHER**	0				
TOTAL REVENUE	10,000	9,082	918	0	0

*OTHER GOVT 2019

Source	Amount	Terms
	0	
	0	
	0	
	0	
	0	
	0	
TOTAL	0	

**OTHER 2020

Source	Amount	Terms
	0	
	0	
	0	
	0	
	0	
	0	
TOTAL	0	

ORGANIZATION:

Dane County TimeBank Inc

PROGRAM:

High School Programs

7. List the funding sources included in "Other" and include any other relevant information about revenue and expenses.

This is a new project. As a result there is no 2019 budget, only a proposed 2020 budget.