

ORGANIZATION:
PROGRAM/LETTER:

Fair Housing Center of Greater Madison / Metropolitan Milwaukee Fair Housing Council	
A	Fair Housing Services

PROGRAM BUDGET

1. 2010 BUDGETED

REVENUE SOURCE	SOURCE TOTAL	ACCOUNT CATEGORY			
		PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
DANE CO HUMAN SVCS	0	0	0	0	0
DANE CO CDBG	10,000	6,719	967	940	1,374
MADISON-COMM SVCS	0	0	0	0	0
MADISON-CDBG	38,900	26,121	3,758	3,654	5,367
UNITED WAY ALLOC	0	0	0	0	0
UNITED WAY DESIG	0	0	0	0	0
OTHER GOVT	50,612	33,991	4,890	4,755	6,976
FUNDRAISING DONATIONS	0	0	0	0	0
USER FEES	0	0	0	0	0
OTHER	31,269	21,001	3,021	2,938	4,309
TOTAL REVENUE	130,781	87,832	12,636	12,287	18,026

2. 2011 PROPOSED BUDGET

REVENUE SOURCE	SOURCE TOTAL	ACCOUNT CATEGORY			
		PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
DANE CO HUMAN SVCS	0	0	0	0	0
DANE CO CDBG	10,000	7,065	838	652	1,445
MADISON-COMM SVCS	0	0	0	0	0
MADISON-CDBG	40,000	28,251	3,350	2,609	5,790
UNITED WAY ALLOC	0	0	0	0	0
UNITED WAY DESIG	0	0	0	0	0
OTHER GOVT*	76,537	54,052	6,408	4,991	11,086
FUNDRAISING DONATIONS	0	0	0	0	0
USER FEES	0	0	0	0	0
OTHER**	24,374	17,211	2,041	1,589	3,533
TOTAL REVENUE	150,911	106,579	12,637	9,841	21,854

*OTHER GOVT 2011

Source	Amount	Terms
Dept of HUD	15,825	4/1/2010-9/30/2011
Dept of HUD	34,852	4/1/2009-3/31/2012
State of Wisconsin	25,860	renewed annually
	0	
	0	
TOTAL	76,537	

**OTHER 2011

Source	Amount	Terms
Wisconsin Fair Housing Founda	24,374	renewed annually
	0	
	0	
	0	
	0	
TOTAL	24,374	

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2012 PROGRAM CHANGE EXPLANATION

Complete only if you are requesting more than your 2011 request.

Note: Additional funding should only be requested where services or programming will change or expand in the second year.

3. PROGRAM UPDATE: If requesting more than 2011, describe any major changes being proposed for the program/service in 2012, i.e., expansions or narrowing in target population, scope and level of services, geographic area to be served, etc.).

N/A

4. 2012 COST EXPLANATION

Complete only if significant financial changes are anticipated between 2011-2012.

Explain specifically, by revenue source, any significant financial changes that you anticipate between 2011 and 2012.

For example: unusual cost increases, program expansion or loss of revenue.

N/A

5. 2012 PROPOSED BUDGET

REVENUE SOURCE	BUDGET TOTAL	ACCOUNT CATEGORY			
		PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
DANE CO HUMAN SVCS	0	0	0	0	0
DANE CO CDBG	10,000	7,065	838	652	1,445
MADISON-COMM SVCS	0	0	0	0	0
MADISON-CDBG	40,000	28,251	3,350	2,609	5,790
UNITED WAY ALLOC	0	0	0	0	0
UNITED WAY DESIG	0	0	0	0	0
OTHER GOVT*	76,537	54,052	6,408	4,991	11,086
FUNDRAISING DONATIONS	0	0	0	0	0
USER FEES	0	0	0	0	0
OTHER**	24,374	17,211	2,041	1,589	3,533
TOTAL REVENUE	150,911	106,579	12,637	9,841	21,854

*OTHER GOVT 2012

Source	Amount	Terms
Dept of HUD	15,825	4/1/2010-9/30/2011-assumed to be ongoing
Dept of HUD	34,852	4/1/2009-3/31/2012-assumed to be ongoing
State of Wisconsin	25,860	renewed annually
	0	
	0	
TOTAL	76,537	

**OTHER 2012

Source	Amount	Terms
Wisconsin Fair Housing Founda	24,374	renewed annually
	0	
	0	
	0	
	0	
TOTAL	24,374	

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PRIORITY STATEMENT:	CDBG: X Access to Community Resources - Informational Services

DESCRIPTION OF SERVICES

6. **NEED FOR PROGRAM:** Please identify local community need or gap in service that the proposed program will address.

Recent census data reveal that Madison remains segregated. Barriers to integration still exist. Segregation experienced by persons of color, contrasted with the relative mobility experienced by whites of all socioeconomic strata, suggests that minorities' housing choices are limited by discrimination. Complaint and testing data gathered from the Madison area bear this out. Discrimination exists in subtle and overt ways, and many housing consumers and providers have poor understanding of rights and responsibilities provided by fair housing laws. The Dane County Analysis of Impediments to Fair Housing Choice states that fair housing education and outreach are "needed to address the language barrier that prevents certain racial and ethnic groups from identifying discrimination in the first place and to prevent it in the future." All of these factors highlight Madison residents' need for fair housing educational services, fair housing enforcement services, and technical assistance.

7. **SERVICE DESCRIPTION -** Describe the service(s) provided including your expectations of the impact of your activities.

MMFHC proposes to provide the following comprehensive fair housing services:

A) MMFHC will make its complaint intake, case management and investigative services available to persons alleging illegal discrimination in the rental, sales, mortgage lending or insurance markets. MMFHC will advise clients on the provisions of fair housing law and sources of remedy. As appropriate, MMFHC staff will conduct investigations utilizing testing and make referrals to attorneys and/or administrative agencies.

B) MMFHC will conduct a systemic investigation of illegal housing discrimination in the City of Madison rental market, including use of testing as an investigative methodology.

C) MMFHC will make available, on a case-by-case basis, reasonable technical assistance to the City of Madison and its residents, including housing providers and social service agencies in the City of Madison. Technical assistance may include clarification of fair housing laws, legal interpretation of the laws and the nature of housing discrimination.

D) MMFHC staff will conduct a minimum of three fair housing presentations to housing consumers or their

8. **PROPOSED PROGRAM CONTRACT GOALS:** Include clearly defined service goals and process objectives: number of unduplicated clients to be served, number of service hours to be provided etc.

In all, an estimated 400 individuals will receive direct fair housing services.

The proposed activities have two service goals:

i) Fair housing enforcement services will provide victims of illegal housing discrimination increased access to legal remedies, counseling on fair housing rights and access to testing.

9. **SERVICE HOURS:** Frequency, duration of service and hours and days of service availability.

Complaint intake, case management, complaint investigations, technical assistance, information and referral for non-fair housing inquiries will be ongoing throughout the project term. The systemic investigation, fair housing training seminars for the rental industry and fair housing presentations will be scheduled and occur throughout the year(s). Office hours are Monday - Friday, 9:00 to 4:30.

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10. POPULATION SERVED: Please describe in terms of age, income level, LEP, literacy, cognitive or physical disabilities or challenges).

<p>While attempting to reach a cross-section of housing market participants, MMFHC will make concerted efforts to provide services to underserved populations and those especially vulnerable to the effects of housing discrimination, such as households with children, persons with disabilities, persons of color, persons with limited English proficiency, immigrants and households that utilize Section 8. MMFHC will also make efforts to ensure that housing providers who rent to households with low to moderate incomes receive comprehensive fair housing training.</p>

11. LOCATION: Location of service and intended service area (Include census tract where service is tract specific).

<p>Fair housing issues are relevant to every participant in the housing market. Therefore, MMFHC will target housing consumers and providers throughout Madison, as well agencies that serve Madison.</p>

12. OUTREACH PLAN: Describe your outreach and marketing strategies to engage your intended service population.

<p>MMFHC will serve housing consumers and providers throughout Madison, as well as social service agencies or other organizations that serve Madison. MMFHC has 32 years of experience conducting this type of outreach and education, by using a network of relationships with organizations such as the United Asian Services of Wisconsin, Centro Hispano, Access to Independence, African American Council of Churches, and the YWCA. MMFHC staff will distribute brochures to groups such as these, offer presentations to their staff and clients as appropriate, and apprise agencies' staff of MMFHC services so that fair housing referrals are correctly made to MMFHC. Further, MMFHC staff will attend local resource fairs and festivals, as appropriate. In addition, the proposed fair housing training seminars for the rental industry will be marketed through the Community Development Authority to housing providers who currently have tenants using Section 8 vouchers.</p>
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13. COORDINATION: Describe how you coordinate your service delivery with other community groups or agencies.

<p>FHCGM participates in many collaborative relationships with private and public entities, including agreements with 34 other Dane County non-profit organizations who have committed in-kind resources to MMFHC's three current US Department of Housing and Urban Development Fair Housing Initiatives Program (FHIP) grants. Among other things, groups have agreed to identify possible audiences and venues for fair housing presentations; serve as the host and assist in the coordination of presentations to staffs, clients, volunteers or members; and provide technical assistance to help ensure that MMFHC's educational services address the organization's needs. Together with the participation of volunteers, FHCGM's collaborative relationships with other organizations create a cost-effective and highly efficient way to extend fair housing services to many populations and increase the capacity of organizations participating in such collaborations to serve their clientele.</p>

14. VOLUNTEERS: How are volunteers utilized in this program?

<p>FHCGM utilizes over 25 rigorously trained volunteers who assist with testing, serve on the FHCGM Advisory Committee, and advocate in support of fair housing in various public forums. Together with the participation of volunteers, MMFHC's collaborative relationships with other organizations create a cost-effective and highly efficient way to extend fair housing services to many populations.</p>

15. Number of volunteers utilized in 2010?

28
~50

Number of volunteer hours utilized in this program in 2010?

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16. BARRIERS TO SERVICE: Are there populations that are experiencing barriers to the service you are proposing, i.e., cultural differences, language barriers and/or physical or mental impairments or disabilities? Describe the ability of proposed program to respond to the needs of diverse populations.

As a civil rights enforcement agency in operation for over 32 years, MMFHC has extensive experience working with populations who may encounter barriers to accessing services. MMFHC has plans in place to assist individuals in overcoming such barriers, and is also able to make accommodations on a case-by-case basis.

MMFHC has translated educational material such as brochures and presentation materials into both Spanish and Hmong, and has used interpretive services in communicating with clients with limited English proficiency. MMFHC is prepared to find interpreters for any clients, as necessary, for other languages, including American Sign Language.

MMFHC is prepared to make accommodations for clients with disabilities by providing materials in accessible formats (e.g., large print, audiotape, Braille, etc.), upon request. Further, our office is physically accessible, and staff are also available to meet with clients at other accessible locations if necessary.

MMFHC acknowledges that some populations – particularly refugees and immigrants - may experience cultural barriers to filing fair housing complaints or seeking other fair housing services, and to mitigate those barriers, MMFHC works closely with local agencies that serve such populations, such as the Catholic Multicultural Center,

17. EXPERIENCE: Please describe how your agency, and program staff experience, qualifications, and past performance will contribute to the success of the proposed program?

MMFHC is one of the oldest and most experienced fair housing organizations in the US. MMFHC was the first private fair housing organization in the US to develop and implement a formal working relationship with a state enforcement agency. In addition, MMFHC has received over 14 Fair Housing Initiatives Program (FHIP) grants from the US Department of Housing and Urban Development (HUD) since 1990. These FHIP grants have included several multi-year enforcement initiatives and outreach and education contracts that provided educational services to housing consumers and providers, testers, attorneys and independent living centers across Wisconsin. MMFHC has consistently received excellent ratings from its federal grant monitors.

MMFHC provides technical assistance and training to HUD, the US Department of Justice, the National Fair Housing Alliance and private fair housing agencies throughout the US. MMFHC has received two Best Practices Awards from HUD. In addition, MMFHC's President and CEO was honored with the National Community Reinvestment Coalition's 2008 National Community Reinvestment Award in recognition of his regional and national leadership on fair housing.

MMFHC clients experience high levels of success when seeking a legal remedy to discrimination. Of the thousands of complainants MMFHC has assisted, approximately 600 have chosen to file law suits. Of those 600,

18. LICENSING OR ACCREDITATION: Report program licensing, accreditation or certification standards currently applied.

There is no licensing or accreditation that is applicable to fair housing services.

19. STAFF: Program Staff: Staff Titles, FTE dedicated to this program, and required qualifications for program staff.

Staff Title	FTE	City \$	Qualifications
President/CEO	0.05	No	10 years comparable management experience
Executive Vice-President	0.20	No	10 years comparable management experience
Director-Case Mgmt and Training	0.20	No	5 years comparable management experience
Intake Analyst	0.23	No	strong analytical, oral and written communication skills
Senior Administrator-Enforcement	0.25	No	5 years comparable experience
Program Services Administrator	1.00	Yes	2 years comparable experience
Investigator	1.00	Yes	strong analytical, oral and written communication skills

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CDBG DESCRIPTION OF SERVICES SUPPLEMENT

Please provide the following information ONLY if you are applying for projects that meet the "CDD Community Development Program Goals & Priorities". If not applying for CDBG Office Funds, go to Community Resources Description of Services Supplement (p. 7), or go to Demographics (p. 8).

20. PARTICIPANT INCOME LEVELS:

Indicate the number of households of each income level and size that this program would serve in 2011-2012.

Income Level	Number of Households
Over 80% of county median income	175
Between 50% to 80% of county median income	100
Between 30% to 50% of county median income	50
Less than 30% of county median income	75
Total households to be served	400

21. If projections for 2012 will vary significantly from 2011, complete the following:

Income Level for 2012	Number of Households
Over 80% of county median income	0
Between 50% to 80% of county median income	0
Between 30% to 50% of county median income	0
Less than 30% of county median income	0
Total households to be served	0

22. AGENCY COST ALLOCATION PLAN: What method does your agency use to determine indirect cost allocations among programs?

MMFHC uses the Multiple Allocation Method with Direct Salaries as the Distribution Base.
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23. PROGRAM ACTIVITIES: Describe activities/benchmarks by timeline to illustrate how your program will be implemented.

Activity Benchmark	Est. Month of Completion
Complaint intake, case management and investigative services	Ongoing
Systemic investigation of illegal housing discrimination in the Madison rental market	December
Technical assistance	Ongoing
Fair housing presentations	March, June, Sept.
Fair housing training seminars	April, July, October
Information and referral services	Ongoing

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COMMUNITY RESOURCES DESCRIPTION OF SERVICES SUPPLEMENT

Please provide the following information ONLY if you are applying for projects that meet the "Community Resources Program Goals & Priorities" If not applying for CR Funds, go to Demographics (p. 8).

24. CONTRIBUTING RESEARCH

Please identify research or best practice frameworks you have utilized in developing this program.

2000 characters (w ith spaces)

25. ACCESS FOR LOW-INCOME INDIVIDUALS AND FAMILIES

What percentage of this program's participants do you expect to be of low and/or moderate income?

0.0%

What framework do you use to determine or describe participant's or household income status? (check all that apply)

- Number of children enrolled in free and reduced lunch
- Individuals or families that report 0-50% of Dane County Median Income
- Individual or family income in relation to Federal Poverty guidelines
- Other

26. HOW IS THIS INFORMATION CURRENTLY COLLECTED?

400 characters (w ith spaces)

27. PLEASE DESCRIBE YOUR USER FEE STRUCTURE AND ANY ACCOMMODATIONS MADE TO ADDRESS ACCESS ISSUES FOR LOW INCOME INDIVIDUALS AND FAMILIES.

600 characters (w ith spaces)

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28. DEMOGRAPHICS

Complete the following chart for unduplicated participants served by this program in 2009. Indicate the number and percentage for the following characteristics. For new programs, please estimate projected participant numbers and descriptors.

PARTICIPANT DESCRIPTOR	#	%	PARTICIPANT DESCRIPTOR	#	%
TOTAL	400	100%	AGE		
MALE	160	40%	<2	0	0%
FEMALE	240	60%	2 - 5	0	0%
UNKNOWN/OTHER	0	0%	6 - 12	0	0%
			13 - 17	0	0%
			18 - 29	48	12%
			30 - 59	320	80%
			60 - 74	32	8%
			75 & UP	0	0%
			TOTAL AGE	400	100%
			RACE		
			WHITE/CAUCASIAN	242	61%
			BLACK/AFRICAN AMERICAN	110	28%
			ASIAN	10	3%
			AMERICAN INDIAN/ALASKAN NATIVE	2	1%
			NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	0	0%
			MULTI-RACIAL:	0	0%
			Black/AA & White/Caucasian	0	0%
			Asian & White/Caucasian	0	0%
			Am Indian/Alaskan Native & White/Caucasian	0	0%
			Am Indian/Alaskan Native & Black/AA	0	0%
			BALANCE/OTHER	36	9%
			TOTAL RACE	400	100%
			ETHNICITY		
			HISPANIC OR LATINO	36	9%
			NOT HISPANIC OR LATINO	364	91%
			TOTAL ETHNICITY	400	100%
			PERSONS WITH DISABILITIES	100	25%
			RESIDENCY		
			CITY OF MADISON	320	80%
			DANE COUNTY (NOT IN CITY)	60	15%
			OUTSIDE DANE COUNTY	20	5%
			TOTAL RESIDENCY	400	100%

Note: Race and ethnic categories are stated as defined in HUD standards

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29. PROGRAM OUTCOMES

Number of unduplicated individual participants served during 2009.	400
Total to be served in 2011.	400

Complete the following for each program outcome. No more than two outcomes per program will be reviewed.

If applying to OCS, please refer to your research and/or posted resource documents if appropriate.

Refer to the instructions for detailed descriptions of what should be included in the table below.

Outcome Objective # 1:	MMFHC's direct-service fair housing enforcement services will provide victims of illegal housing discrimination with increased access to legal remedies. Services provided to victims will include counseling on their fair housing rights and access to enforcement services, including fair housing	
Performance Indicator(s):	The impact of services is gauged by recording the number of allegations of illegal housing discrimination received, the number of complaint referrals made to administrative agencies (e.g., the U.S. Department of Housing and Urban Development and the State of Wisconsin Equal	

Proposed for 2011:	Total to be considered in	50	Targeted % to meet perf. measures	100%
	perf. measurement		Targeted # to meet perf. measure	50
Proposed for 2012:	Total to be considered in	50	Targeted % to meet perf. measures	100%
	perf. measurement		Targeted # to meet perf. measure	50

Explain the measurement tools or methods:	MMFHC staff maintain consistent, uniform databases that indicate the number of allegations of illegal housing discrimination received, the number of complaint referrals made to administrative agencies and/or attorneys and the number of tests conducted.
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Outcome Objective # 2:	Madison residents who receive fair housing educational, technical assistance, and information and referral services will have increased knowledge of fair housing rights and increased ability to seek appropriate resources for fair housing and non-fair housing related issues, resulting in	
Performance Indicator(s):	The impact of services is gauged by recording the number of persons requesting and receiving education and outreach services, the number of agencies, businesses and individuals requesting and receiving technical assistance and professional support services, and the number of persons	

Proposed for 2011:	Total to be considered in	350	Targeted % to meet perf. measures	100%
	perf. measurement		Targeted # to meet perf. measure	350
Proposed for 2012:	Total to be considered in	350	Targeted % to meet perf. measures	100%
	perf. measurement		Targeted # to meet perf. measure	350

Explain the measurement tools or methods:	MMFHC staff record all outreach and education efforts, including the number of persons receiving information from presentations or fair housing training seminars, community contacts, instances of technical assistance and number of non-fair housing referrals. Such information is entered into an information database.
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1. AGENCY CONTACT INFORMATION

Organization	Fair Housing Center of Greater Madison / Metropolitan Milwaukee Fair Housing Council		
Mailing Address	600 Williamson St., Ste L-4, Madison, WI 53703		
Telephone	(608) 257-0853		
FAX	(608) 257-1445		
Admin Contact	Tobi LeMahieu		
Financial Contact	Gail Hyde		
Website	www.fairhousingwisconsin.com		
Email Address	tlemahieu@fairhousingwisconsin.com		
Legal Status	Private: Non-Profit		
Federal EIN:	391286685		
State CN:	324-800		
DUNS #	83-033-4520		

2. CONTACT INFORMATION

A	Fair Housing Services		
	Contact:	Tobi LeMahieu	Phone: (608) 257-0853 Email: tlemahieu@fairhousingwisconsin.com
B	Program B		
	Contact:		Phone: Email:
C	Program C		
	Contact:		Phone: Email:
D	Program D		
	Contact:		Phone: Email:
E	Program E		
	Contact:		Phone: Email:
F	Program F		
	Contact:		Phone: Email:
G	Program G		
	Contact:		Phone: Email:
H	Program H		
	Contact:		Phone: Email:
I	Program I		
	Contact:		Phone: Email:
J	Program J		
	Contact:		Phone: Email:
K	Program K		
	Contact:		Phone: Email:
L	Program L		
	Contact:		Phone: Email:

3. AGENCY REVENUE DETAILED BY PROGRAM

REVENUE SOURCE	2009 ACTUAL	2010 BUDGET	2011 PROPOSED	2011 PROPOSED PROGRAMS			
				A	B	C	D
DANE CO HUMAN SVCS		0	0	0	0	0	0
DANE CO CDBG	10,000	10,000	10,000	10,000	0	0	0
MADISON-COMM SVCS		0	0	0	0	0	0
MADISON-CDBG	38,900	38,900	40,000	40,000	0	0	0
UNITED WAY ALLOC		0	0	0	0	0	0
UNITED WAY DESIG		0	0	0	0	0	0
OTHER GOVT	46,157	50,612	76,537	76,537	0	0	0
FUNDRAISING DONATIONS		0	0	0	0	0	0
USER FEES		0	0	0	0	0	0
OTHER	36,382	31,269	24,374	24,374	0	0	0
TOTAL REVENUE	131,439	130,781	150,911	150,911	0	0	0

REVENUE SOURCE	2011 PROPOSED PROGRAMS CONT.						
	E	F	G	H	I	J	K
DANE CO HUMAN SVCS	0	0	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0	0	0
MADISON-COMM SVCS	0	0	0	0	0	0	0
MADISON-CDBG	0	0	0	0	0	0	0
UNITED WAY ALLOC	0	0	0	0	0	0	0
UNITED WAY DESIG	0	0	0	0	0	0	0
OTHER GOVT	0	0	0	0	0	0	0
FUNDRAISING DONATIONS	0	0	0	0	0	0	0
USER FEES	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0
TOTAL REVENUE	0	0	0	0	0	0	0

REVENUE SOURCE	2011 PROPOSED PROGRAMS CONT.						Non-City
	L						
DANE CO HUMAN SVCS	0						0
DANE CO CDBG	0						0
MADISON-COMM SVCS	0						0
MADISON-CDBG	0						0
UNITED WAY ALLOC	0						0
UNITED WAY DESIG	0						0
OTHER GOVT	0						0
FUNDRAISING DONATIONS	0						0
USER FEES	0						0
OTHER	0						0
TOTAL REVENUE	0						0

AGENCY ORGANIZATIONAL PROFILE

4. AGENCY MISSION STATEMENT

The purpose of MMFHC is to promote fair housing throughout the State of Wisconsin by combating illegal housing discrimination and by creating and maintaining racially and economically integrated housing patterns.

5. AGENCY EXPERIENCE AND QUALIFICATIONS

The Fair Housing Center of Greater Madison (FHCGM) is a satellite office of the Metropolitan Milwaukee Fair Housing Council (MMFHC) and commenced provision of a full range of fair housing services in March, 1998. The FHCGM office is located at 600 Williamson St., Ste L-4 in Madison.

Prompted by prevailing patterns of racial and economic segregation and widespread discrimination in the housing market, 40 citizens organized MMFHC in 1977 and began to operate a full-service fair housing program in 1978. A non-profit, membership-based organization, MMFHC is comprised of people who share a desire to create open and inclusive communities throughout Wisconsin.

MMFHC has operated a statewide enforcement program throughout Wisconsin since 1984. MMFHC was the first private fair housing organization in the US to develop and implement a formal worksharing relationship with a state enforcement agency. This public-private partnership with the Wisconsin Equal Rights Division began in 1982 and has been replicated in several other states. In addition, MMFHC has received over fourteen Fair Housing Initiatives Program (FHIP) grants from the US Department of Housing and Urban Development (HUD) since 1990. MMFHC's FHIP grants have included several multi-year enforcement initiatives and several outreach and education contracts. As part of managing these and other state and local contracts, MMFHC maintains a consistent, uniform record-keeping system.

MMFHC staff provide technical assistance, training, and consultation services to HUD, the US Department of Justice, the Federal Reserve Bank of Chicago, the National Fair Housing Alliance (NFHA) and private fair housing agencies and other organizations in the US. MMFHC has received two Best Practices Awards from HUD. In addition, MMFHC was honored with a Trail Blazer Award by the Milwaukee Awards in Neighborhood Development Innovation program for its activities to address predatory lending practices, and MMFHC's President and CEO was honored with the 2008 National Community Reinvestment Coalition's National Community Reinvestment Award in recognition of his local, regional and national leadership on fair housing.

MMFHC clients experience high levels of success when seeking a legal remedy to discrimination they've faced. Of the thousands of complainants MMFHC has assisted, approximately 600 have chosen to file law suits. Of those 600, MMFHC clients have prevailed in all but 8 cases.

MMFHC currently provides the following services:

Enforcement Program

- Intake of fair housing complaints, case management and counseling on options for administrative or judicial remedy.
- Investigative services for persons who allege housing discrimination.
- Referrals to attorneys and government agencies.
- Systemic investigations of institutional discrimination.

Outreach and Education Program

- Presentations to consumers, advocates and the general public.
- Fair housing training for property owners and managers, real estate agents and others from the housing industry.
- Fair housing technical assistance to government agencies, civil rights organizations, social service agencies and housing providers.

Fair Lending Program

- Intake of predatory lending and other fair lending complaints, case management and counseling for complainants on their options for remedy.

6. AGENCY GOVERNING BODY

How many Board meetings were held in 2009?

	4
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How many Board meetings has your governing body or Board of Directors scheduled for 2010?

	4
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How many Board seats are indicated in your agency by-laws?

	10 to 12
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Please list your current Board of Directors or your agency's governing body.

Name	Michael Vruno-Chairperson			
Home Address	2447 N. 68th Street, Wauwatosa, WI 53213			
Occupation	Attorney			
Representing	N/A			
Term of Office	2 years	From:	01/2010	To: 12/2011
Name	Keith Cowan-Vice Chairperson			
Home Address	2795 North 67th Street, Milwaukee, WI 53210			
Occupation	IT Analyst			
Representing	N/A			
Term of Office	2 years	From:	01/2009	To: 12/2010
Name	James Connolly-Secretary			
Home Address	2853 North Shepard Avenue, Milwaukee, WI 53211			
Occupation	Industrial Sales Consultant			
Representing	N/A			
Term of Office	2 years	From:	01/2009	To: 12/2010
Name	Johnny Kimble-Treasurer			
Home Address	909 North 29th Street, Milwaukee, WI 53208			
Occupation	Retired Supervisor, WI Equal Rights Division			
Representing	N/A			
Term of Office	2 years	From:	01/2010	To: 12/2011
Name	William Tisdale-President and CEO			
Home Address	2926 North 68th Street, Milwaukee, WI 53210			
Occupation	President and CEO, Metropolitan Milwaukee Fair Housing Council			
Representing	N/A			
Term of Office	Ex-Officio	From:		To:
Name	Carol Lobes			
Home Address	5103 North Autumn Lane, McFarland, WI 53558			
Occupation	Non-Profit Organization Consultant			
Representing	N/A			
Term of Office	2 years	From:	01/2010	To: 12/2011
Name	Richard Strode			
Home Address	2711 Richardson St., Fitchburg, WI 53711			
Occupation	Deputy Area Director, Social Security Administration			
Representing	N/A			
Term of Office	1 year	From:	01/2010	To: 12/2010
Name	Slack Ulrich			
Home Address	9745 North Lake Drive, Milwaukee, WI 53217-6103			
Occupation	Retired Medical Equipment Consultant			
Representing	N/A			
Term of Office	2 years	From:	01/2009	To: 12/2010

AGENCY GOVERNING BODY cont.

Name	Henry Venzant			
Home Address	1123 Larsen Street, Racine, WI 53403			
Occupation	Retired Teacher			
Representing	N/A			
Term of Office	2 years	From:	01/2010	To: 12/2011
Name	Mary Yank			
Home Address	5731 Cascade Avenue, Franklin, WI 53132			
Occupation	Medical Social Worker			
Representing	N/A			
Term of Office	2 years	From:	01/2010	To: 12/2011
Name				
Home Address				
Occupation				
Representing				
Term of Office		From:	mm/yyyy	To: mm/yyyy
Name				
Home Address				
Occupation				
Representing				
Term of Office		From:	mm/yyyy	To: mm/yyyy
Name				
Home Address				
Occupation				
Representing				
Term of Office		From:	mm/yyyy	To: mm/yyyy
Name				
Home Address				
Occupation				
Representing				
Term of Office		From:	mm/yyyy	To: mm/yyyy
Name				
Home Address				
Occupation				
Representing				
Term of Office		From:	mm/yyyy	To: mm/yyyy
Name				
Home Address				
Occupation				
Representing				
Term of Office		From:	mm/yyyy	To: mm/yyyy

AGENCY GOVERNING BODY cont.

Name

Home Address

Occupation

Representing

Term of Office

From: mm/yyyy

To: mm/yyyy

Name

Home Address

Occupation

Representing

Term of Office

From: mm/yyyy

To: mm/yyyy

Name

Home Address

Occupation

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Name

Home Address

Occupation

Representing

Term of Office

From: mm/yyyy

To: mm/yyyy

Name

Home Address

Occupation

Representing

Term of Office

From: mm/yyyy

To: mm/yyyy

7. STAFF-BOARD-VOLUNTEER DEMOGRAPHICS

Indicate by number the following characteristics for your agency's current staff, board and volunteers.

Refer to application instructions for definitions. You will receive an "ERROR" until completing the demographic information.

DESCRIPTOR	STAFF		BOARD		VOLUNTEER	
	Number	Percent	Number	Percent	Number	Percent
TOTAL	7	100%	10	100%	28	100%
GENDER						
MALE	1	14%	8	80%	9	32%
FEMALE	6	86%	2	20%	19	68%
UNKNOWN/OTHER	0	0%	0	0%	0	0%
TOTAL GENDER	7	100%	10	100%	28	100%
AGE						
LESS THAN 18 YRS	0	0%	0	0%	0	0%
18-59 YRS	6	86%	5	50%	24	86%
60 AND OLDER	1	14%	5	50%	4	14%
TOTAL AGE	7	100%	10	100%	28	100%
RACE*						0
WHITE/CAUCASIAN	5	71%	5	50%	18	64%
BLACK/AFRICAN AMERICAN	1	14%	5	50%	9	32%
ASIAN	0	0%	0	0%	0	0%
AMERICAN INDIAN/ALASKAN NATIVE	0	0%	0	0%	0	0%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	0	0%	0	0%	0	0%
MULTI-RACIAL:	1	14%	0	0%	0	0%
Black/AA & White/Caucasian	1	100%	0	0%	0	0%
Asian & White/Caucasian	0	0%	0	0%	0	0%
Am Indian/Alaskan Native & White/Caucasian	0	0%	0	0%	0	0%
Am Indian/Alaskan Native & Black/AA	0	0%	0	0%	0	0%
BALANCE/OTHER	0	0%	0	0%	1	4%
TOTAL RACE	7	100%	10	100%	28	100%
ETHNICITY						
HISPANIC OR LATINO	0	0%	0	0%	1	4%
NOT HISPANIC OR LATINO	7	100%	10	100%	27	96%
TOTAL ETHNICITY	7	100%	10	100%	28	100%
PERSONS WITH DISABILITIES	0	0%	1	10%	3	11%

*These categories are identified in HUD standards.

8. AGENCY EXPENSE BUDGET

This chart describes your agency's total expense budget for 3 separate years.

Where possible, use audited figures for 2009 Actual. The 2010 Budget and 2011 Proposed Budget will autofill from information you provided elsewhere in the application.

Account Description	2009 ACTUAL	2010 BUDGET	2011 PROPOSED
A. PERSONNEL			
Salary	73,810	72,566	89,671
Taxes	5,424	5,984	7,375
Benefits	7,016	9,282	9,533
SUBTOTAL A.	86,250	87,832	106,579
B. OPERATING			
All "Operating" Costs	8,443	12,636	12,637
SUBTOTAL B.	8,443	12,636	12,637
C. SPACE			
Rent/Utilities/Maintenance	15,644	12,287	9,841
Mortgage (P&I) / Depreciation / Taxes	0	0	0
SUBTOTAL C.	15,644	12,287	9,841
D. SPECIAL COSTS			
Assistance to Individuals	0	0	0
Subcontracts, etc.	0	0	0
Affiliation Dues	0	0	0
Capital Expenditure	0	0	0
Other: General Administration	20,814	18,026	21,854
SUBTOTAL D.	20,814	18,026	21,854
SPECIAL COSTS LESS CAPITAL EXPENDITURE	20,814	18,026	21,854
TOTAL OPERATING EXPENSES	131,151	130,781	150,911
E. TOTAL CAPITAL EXPENDITURES	0	0	0

9. PERSONNEL DATA: List Percent of Staff Turnover

18.8%

Divide the number of resignations or terminations in calendar year 2009 by total number of budgeted positions.

Do not include seasonal positions. Explain if you had a 20% or more turnover rate in a certain staff position/category.

Discuss any other noteworthy staff retention issues, or policies to reduce staff turnover.

Two long-term employees left MMFHC in 2009. One staff position was eliminated due to agency downsizing and the other employee found other employment, after ten years with MMFHC.

2011 PROPOSED FTEs DISTRIBUTED BY PROGRAM									
D	E	F	G	H	I	J	K	L	Non-City
FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

D	E	F	G	H	I	J	K	L	Non-City
# HRS	# HRS	# HRS	# HRS	# HRS	# HRS	# HRS	# HRS	# HRS	# HRS
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

ORGANIZATION:

Fair Housing Center of Greater Madison / Metropolitan Milwaukee Fair Housing Council

PROGRAM BUDGET

1. 2010 BUDGETED

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

2. 2011 PROPOSED BUDGET

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

*OTHER GOVT 2011

Source	Amount	Terms
	0	
	0	
	0	
	0	
	0	
TOTAL	0	

**OTHER 2011

Source	Amount	Terms
	0	
	0	
	0	
	0	
	0	
TOTAL	0	