Youth B1: Youth Cultural/Gender

Agency	Program Name	2010 Funding	2011 Request	$ change	% change	2012 Request
Family Service	A. Bridges	$ 2,367	$ 2,387	$ 20	0.84%	$ 2,387
Freedom Inc	A. Youth groups	$ 6,905	$ 25,001	$ 18,096	262.07%	$ 25,001
Girl Scouts of Black Hawk Council	A. Outreach - Girl Scout Leadership	$ 2,233	$ 15,000	$ 12,767	571.74%	$ 15,000
Girl Scouts of Black Hawk Council	B. Power-Up	$ -	$ 25,000	$ 25,000	n/a	$ 25,000
Mental Health Center of Dane County	A. Hmong Youth Cultural Learning	$ -	$ 13,432	$ 13,432	n/a	$ 13,432
Youth Services of Southern Wisconsin	B. Youth Groups Program	$ 7,277	$ 7,640	$ 363	4.99%	$ 7,640
	TOTALS	$ 18,782	$ 88,460	$ 69,678	370.98%	$ 88,460

ORGANIZATION:	FAMILY SERVICE MADISON
PROGRAM/LETTER:	A BRIDGES

PROGRAM BUDGET

1. 2010 BUDGETED

		ACCOUNT CATEGORY			
REVENUE SOURCE	SOURCE TOTAL	PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
DANE CO HUMAN SVCS	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON-COMM SVCS	2,387	1,790	406	191	0
MADISON-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	11,440	8,580	1,945	915	0
TOTAL REVENUE	13,827	10,370	2,351	1,106	0

2. 2011 PROPOSED BUDGET

REVENUE SOURCE	SOURCE TOTAL	PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
DANE CO HUMAN SVCS	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON-COMM SVCS	2,387	1,790	406	191	0
MADISON-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**	11,440	8,580	1,945	915	0
TOTAL REVENUE	13,827	10,370	2,351	1,106	0

*OTHER GOVT 2011

Source	Amount	Terms
	0	
	0	
	0	
	0	
	0	
TOTAL	0	

**OTHER 2011

Source	Amount	Terms
School Systems	11,440	Annual Contract
	0	
	0	
	0	
	0	
TOTAL	11,440	

ORGANIZATION:	**FAMILY SERVICE MADISON**
PROGRAM/LETTER:	**A BRIDGES**

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.).

200 characters (w ith spaces)

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.

200 characters (w ith spaces)

5. 2012 PROPOSED BUDGET

		ACCOUNT CATEGORY			
REVENUE SOURCE	**BUDGET TOTAL**	**PERSONNEL**	**OPERATING**	**SPACE**	**SPECIAL COSTS**
DANE CO HUMAN SVCS	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON-COMM SVCS	2,387	1,790	406	191	0
MADISON-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**	11,440	8,580	1,945	915	0
TOTAL REVENUE	13,827	10,370	2,351	1,106	0

*OTHER GOVT 2012

Source	Amount	Terms
	0	
	0	
	0	
	0	
	0	
TOTAL	0	

**OTHER 2012

Source	Amount	Terms
School Systems	11,440	Annual Contract
	0	
	0	
	0	
	0	
TOTAL	11,440	

ORGANIZATION:	FAMILY SERVICE MADISON
PROGRAM/LETTER:	A BRIDGES
PRIORITY STATEMENT:	OCS: Youth B1: Youth Cultural/Gender (CSC)

DESCRIPTION OF SERVICES

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

In December of 2009, the Sun Prairie School Board approved a new school district vision statement, revised the mission statement, and changed two of the five district priority goals. Most of the changes were motivated by the School Board's desire to address issues related to diversity. A great deal of information was gathered last spring from meetings with community members and students. One of the primary goals was to: *Transform instruction, classrooms, and schools to ensure that equitable learning opportunities are accessed by all students, including those from diverse, cultural, linguistic, or ability backgrounds.* Bridges will assist Sun Prairie in meeting this goal.

The Family Service Madison's Bridges program is the only program of its kind currently in the Dane County School district. No other non-profit agency has the experience or history with the local schools to provide this service.

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

Bridges is a school-based program that promotes positive social relations among racially diverse students. Bridges was initiated in 1990's by PICADA who noticed that often the positive relationships enjoyed by racially diverse students in elementary school did not survive the transition to middle school and/or middle school to high school. The focus is to work with students before the relationships are lost. Students meet weekly in groups of 15-20 in classrooms. Activities are meant to develop cultural awareness and acceptance. Students are expected to join leadership councils, both in school and in the community to promote cross-cultural understanding and acceptance among peers.

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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.

Program focuses on the themes of building positive race relations and cultural awareness. Students are trained to build an honest communication bridge. They are trained to provide their school community with substantive solutions to both opportunities and problems around the subject of race relations. They are trained to seek innovative ways to reduce prejudice and increase cultural awareness opportunities in their communities; 220 projected unduplicated participants; 770 projected hours. (Entire funding stream, not just from city)

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

Instructor will facilitate one class per week, for 10 to 13 weeks. Class period will be 1 hour. The day and time of the class will be determined by each participating school and Family Service Madison staff member.

ORGANIZATION:	**FAMILY SERVICE MADISON**
PROGRAM/LETTER:	**A BRIDGES**

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

Bridges works with all races/cultures; no disparity in income levels, handicaps or disabilities or risks factors; Bridges currently works with English speaking youth;

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

Bridges works with elementary, middle and high school youths (ages 5-18); City funds to be used at Wright Middle school in 2011; County funds to be used in Sun Prairie Schools

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

Bridges has been in the majority of school districts in Dane County since 1990. The staff meet with local school officials to determine interest in the Bridges program. Once a school has been approved for a Bridges program, school personnel and the Bridges facilitator determine class participants based on pre-determined criteria. Bridges is promoted through brochures and flyers to schools.

Family Service Madis
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the facilitator for Brid
schools desiring the

13. COORDINATION: Describe how you coordinate your service delivery with other community groups or agencies.

Bridges works with each school to set up delivery times and days. We have schools sign MOU that describes the school's responsibility as well as our responsibility in providing Bridges to their school. We work with community businesses and groups to visit the Bridges group to discuss diversity in their specific area of discipline.

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

Bridges volunteers act as chaperones on special outings. They also assist with fundraising events. They assist in classroom activities. We encourage parents of Bridges student's to volunteer their time in community race relations activities. Enlisting volunteers of different cultural and ethnic backgrounds to act as role models has had a positive impact on the Bridge's students. Students listen as older teens and adults tell how racial and cultural indifference had affected their lives and what they did to overcome them.

ORGANIZATION:	FAMILY SERVICE MADISON
PROGRAM/LETTER:	A BRIDGES

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.

Currently Bridges is only offered to English speaking students. We are looking towards the possibility of hiring a bi-lingual facilitator to expand our services.

funds to
Schools

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

Family Service Madison is currently celebrating its 100th year celebration. Each year we provide services for over 5000 combined individuals and families. PICADA, a program of Family Service Madison has worked in the Dane County community for over 30 years, current staff each have over 8 years with PICADA. We are considered valued members of the many Dane County coalitions and network of agencies that provide youth and older adult services in Dane County. Family Service Madison employs therapists who are master degreed and state licensed. All clinicians in the unit have expertise in domestic violence issues including batterer's treatment and victim services. PICADA staff are certified in prevention, have over 90 years of combined AOD experience. Donna Mackey, Bridges facilitator, has been the facilitator for Bridges for over 7 years, she is well received in the schools and most often has a waiting list for schools desiring the program.

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

Family Service Madison is certified by the Council on Accreditation. PICADA, a program of Family Service Madison has worked in the Dane County community for over 30 years, current staff each have over 8 years with PICADA. Family Service Madison and PICADA are licensing by the State of WI.

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

Staff Title	FTE	City $	Qualifications
Bridges Facilitator	0.09	Yes	Community-School-County Race Relations Instructor for over 8 years
Bridges Supervisor	0.03	Yes	25 years of AOD prevention; Supervisor for over 18 years

ORGANIZATION:	FAMILY SERVICE MADISON
PROGRAM/LETTER:	A BRIDGES

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	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

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?

Indirect Costs are allocated to program by salary.

23. PROGRAM ACTIVITIES: Describe activities/benchmarks by timeline to illustrate how your program will be implemented.

Activity Benchmark	Est. Month of Completion

ORGANIZATION:	FAMILY SERVICE MADISON
PROGRAM/LETTER:	A BRIDGES

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.

Bridges is based upon the national Study Circles program. Study Circles encourages people to formulate their own ideas about issues and to share them with others. President Clinton used Study Circles when he called for constructive dialogue on the issue of race relations. Over the years, Study Circle organizers in communities around the country have involved thousands of participants in discussion and action on race relations. In 1997 Bridges was featured on WHA's Us and Them, an hour long documentary abgout the Bridges program which was shown nation wide. For over a decade, Bridges has been piloted throughout Dane County. By monitoring out outcomes, we continue to improve on our curriculum to present the best product we can.

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? NA%

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?

Bridges uses the recommendation of each school along with the recommendation of the program faciltator to select its participants. Participation is voluntary.

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

There is no cost to the individual participant.

ORGANIZATION:	FAMILY SERVICE MADISON
PROGRAM/LETTER:	A BRIDGES

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	#	%
TOTAL	250	100%
MALE	122	49%
FEMALE	128	51%
UNKNOWN/OTHER	0	0%

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

PARTICIPANT DESCRIPTOR	#	%
AGE		
<2	0	0%
2 - 5	0	0%
6 - 12	55	22%
13 - 17	165	66%
18 - 29 (Just 18 year olds)	30	12%
30 - 59	0	0%
60 - 74	0	0%
75 & UP	0	0%
TOTAL AGE	250	100%
RACE		
WHITE/CAUCASIAN	85	34%
BLACK/AFRICAN AMERICAN	78	31%
ASIAN	45	18%
AMERICAN INDIAN/ALASKAN NATIVE	20	8%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	15	6%
MULTI-RACIAL:	7	3%
Black/AA & White/Caucasian	4	
Asian & White/Caucasian	2	
Am Indian/Alaskan Native & White/Caucasian	1	
Am Indian/Alaskan Native & Black/AA		
BALANCE/OTHER		
TOTAL RACE	250	100%
ETHNICITY		
HISPANIC OR LATINO	65	26%
NOT HISPANIC OR LATINO	185	74%
TOTAL ETHNICITY	250	100%
PERSONS WITH DISABILITIES	0	0%
RESIDENCY		
CITY OF MADISON	25	10%
DANE COUNTY (NOT IN CITY)	225	90%
OUTSIDE DANE COUNTY	0	0%
TOTAL RESIDENCY	250	100%

ORGANIZATION:	**FAMILY SERVICE MADISON**
PROGRAM/LETTER:	**A BRIDGES**

29. PROGRAM OUTCOMES

Number of unduplicated individual participants served during 2009.	250
Total to be served in 2011.	300

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:	Students will gain new levels of understanding, acceptance and respect for others from different cultures.
Performance Indicator(s):	80% of Bridges students will report a positive change in knowledge and respect for others of different cultures.

Proposed for 2011:	Total to be considered in perf. measurement	300	Targeted % to meet perf. measures	80%
			Targeted # to meet perf. measure	240
Proposed for 2012:	Total to be considered in perf. measurement	350	Targeted % to meet perf. measures	80%
			Targeted # to meet perf. measure	280

Explain the measurement tools or methods:	By using pre-mid-post surveys, we can track a students progress as they progress through the program. We will be able to track student's comfort level in being in a culturally diverse group of students with different mannerisms and opinions, as well as observing the interaction within the group.

Outcome Objective # 2:	Participating students will take leadership roles in their schools and community diversity activities
Performance Indicator(s):	15% of participating students will participate in positive race relations school and community activities

Proposed for 2011:	Total to be considered in perf. measurement	300	Targeted % to meet perf. measures	15%
			Targeted # to meet perf. measure	45
Proposed for 2012:	Total to be considered in perf. measurement	350	Targeted % to meet perf. measures	15%
			Targeted # to meet perf. measure	52.5

Explain the measurement tools or methods:	Pre-Post surveys to gain baseline; Post six-month follow up question surveys about participation levels since graduating from group; School and community groups surveys listing the participation level of group members.

PROPOSAL REVIEW: Individual Staff Review for 2011-2012
For Community Resources Proposals to be Submitted to the
Community Services, Early Childhood and Senior Services Committees

1. **Program Name:** A. BRIDGES

2. **Agency Name: Family Services**

3. **Requested Amounts:** **2011:** $2,387
   2012: $2,387 **Prior Year Level:** $2,387

4. **Project Type:** **New** ☐ **Continuing X**

5. **Framework Plan Objective Most Directly Addressed by Proposed by Activity:**

   X I. Youth Priority B1.

6. **Anticipated Accomplishments (Proposed Service Goals)**
   Provide 770 hours to 220 unduplicated participants with at least one session occurring at Wright Middle School.

7. **To what extent does the proposal meet the Objectives of the <u>Community Development</u> Division, Community Resources <u>Program Goals and Priorities</u> for 2011-2012?**

   Staff Comments: This program **c**learly meets Program Area I. – Priority B1 – Provide culturally and /or gender specific programs for vulnerable youth that promote positive youth development.

8. **To what extent does the proposal incorporate an innovative and/or research based <u>program design</u> that will have a positive impact on the need or problem identified?**

   Staff Comments: Program design seems to have the potential for positive impact but the research cited is somewhat limited and outdated.

9. **To what extent does the proposal include service goals and outcome objectives that are realistic and measurable and are likely to be achieved within the proposed timeline?**

   Staff Comments: Service goals and outcome objectives seem realistic, measurable and are likely to be achieved within the timeline. However, additional information about the evaluation tool would be helpful in assessing the value of the measurements.

10. **To what extent do the agency, staff and/or Board <u>experience, qualifications</u>, <u>past performance</u> and <u>capacity</u> indicate probable success of the proposal?**

    Staff Comments: The agency and staff seem to possess the experience and qualifications to indicate probable success. However, this program is very different than most of the other programs provided by this agency so internal staff support may not be as readily available.

11. **To what extent is the agency's proposed <u>budget reasonable and realistic</u>, able to <u>leverage additional resources</u>, and demonstrate <u>sound fiscal planning</u> and management?**

    Staff Comments: The budget is reasonable and realistic. The agency has demonstrated sound fiscal planning and management. The program budget revenue is limited to only two sources.

12. **To what extent does the agency's proposal demonstrate efforts and success at securing a diverse array of support, including volunteers, in-kind support and securing partnerships with agencies and community groups?**

Staff Comments: Support through revenue for this program seems limited to the City of Madison and the Sun Prairie School district. No fundraising or other sources are included in the application. Aside from the schools, this program seems to have limited relationships with other youth service providers in the Madison . This program is not directly recognizable in the agency's mission statement or in the agency experience and qualifications section of the application.

In addition, the program list no volunteers for the program but includes a description of volunteer activities.

13. **To what extent does the applicant propose services that are accessible and appropriate to the needs of low income individuals, culturally diverse populations and/or populations with specific language barriers and/or physical or mental disabilities?**

Staff Comments: Services seem very accessible and appropriate for low-income & culturally diverse populations as well as populations w/ language barriers or physical mental disabilities. However, the racial/ethic background of staff and Board membership is not representative of the clients served. 92% of the staff and 100% of the Board members are white/Caucasian, while the majority of participants represent other racial/ethnic groups.

Questions:

1. What efforts does the agency make to hire staff and recruit Board members from diverse racial/ethnic populations.?
2. How does this program relate to the mission and expertise of the agency?
3. How does this program relate to other services provided by the agency?
4. What other youth service or other relevant agencies collaborate with this program?
5. What school districts provide funding for the program?

14. **Staff Recommendation**

☐ **Not recommended for consideration**

☐ **Recommend for consideration**

X **Recommend with Qualifications**
Suggested Qualifications: See questions above

ORGANIZATION:	**Freedom, Inc**
PROGRAM/LETTER:	**A** **Program A**

PROGRAM BUDGET

1. 2010 BUDGETED

		ACCOUNT CATEGORY			
REVENUE SOURCE	**SOURCE TOTAL**	**PERSONNEL**	**OPERATING**	**SPACE**	**SPECIAL COSTS**
DANE CO HUMAN SVCS	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON-COMM SVCS	6,905	6,905	0	0	0
MADISON-CDBG	0	0	0	0	0
UNITED WAY ALLOC	0	0	0	0	0
UNITED WAY DESIG	0	0	0	0	0
OTHER GOVT	22,276	20,924	1,352	0	0
FUNDRAISING DONATIONS	0	0	0	0	0
USER FEES	0	0	0	0	0
OTHER	9,164	3,300	5,864	0	0
TOTAL REVENUE	38,345	31,129	7,216	0	0

2. 2011 PROPOSED BUDGET

REVENUE SOURCE	**SOURCE TOTAL**	**PERSONNEL**	**OPERATING**	**SPACE**	**SPECIAL COSTS**
DANE CO HUMAN SVCS	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON-COMM SVCS	25,001	19,476	5,525	0	0
MADISON-CDBG	0	0	0	0	0
UNITED WAY ALLOC	0	0	0	0	0
UNITED WAY DESIG	0	0	0	0	0
OTHER GOVT*	5,869	4,869	1,000	0	0
FUNDRAISING DONATIONS	0	0	0	0	0
USER FEES	0	0	0	0	0
OTHER**	6,000	4,160	1,840	0	0
TOTAL REVENUE	36,870	28,505	8,365	0	0

*OTHER GOVT 2011

Source	**Amount**	**Terms**
Department Children and Family	5,869	DV Under-Representative: 12 months
	0	
	0	
	0	
	0	
TOTAL	5,869	

**OTHER 2011

Source	**Amount**	**Terms**
Robert Wood Johnson Foundatio	6,000	Youth Programing
	0	
	0	
	0	
	0	
TOTAL	6,000	

ORGANIZATION:	**Freedom, Inc**
PROGRAM/LETTER:	**A Program A**

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.).

Being the only culturally specific programming for Southeast Asian and Queer Youth of Color and the demand for this w ork is grow ing! We have culturally specific programming for African American youth

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.

200 characters (w ith spaces)

5. 2012 PROPOSED BUDGET

		ACCOUNT CATEGORY			
REVENUE SOURCE	**BUDGET TOTAL**	**PERSONNEL**	**OPERATING**	**SPACE**	**SPECIAL COSTS**
DANE CO HUMAN SVCS	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON-COMM SVCS	25,001	19,476	5,525	0	0
MADISON-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	25,001	19,476	5,525	0	0

*OTHER GOVT 2012

Source	**Amount**	**Terms**
	0	
	0	
	0	
	0	
	0	
TOTAL	0	

**OTHER 2012

Source	**Amount**	**Terms**
	0	
	0	
	0	
	0	
	0	
TOTAL	0	

PROGRAM DESCRIPTION

ORGANIZATION:	**Freedom, Inc**
PROGRAM/LETTER:	**A Program A**
PRIORITY STATEMENT:	**OCS: Youth B1: Youth Cultural/Gender (CSC)**

DESCRIPTION OF SERVICES

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

Freedom Inc works primarily with African American and Southeast Asian Youth, mostly from low-income and no income communities. There is a huge gap of service for these youth, especially for Southeast Asian youth and LGBTQ Youth of Color. The local community needs to fill these gaps include:
Culturally appropriate and linguistically specific youth empowerment and out-of-school education programs
Program locations and spaces that is accessible to youth.
Leadership that reflects the identities of the youth participants and that embodies experience coming directly from the communities youth come from
Spaces for youth to discuss and make sense of the forces shaping their lives like race, gender, sexuality, and economic issues, and violence, and also to learn healthy ways of building relationships with each other, partners, and their families.
Opportunities for youth from these communities to develop their leadership skills in ways that are effective in and

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

Freedom Inc provides these gender-culture-language-generation specific programs
Nkauj Hmoob-Hmong young women group
Freemen- Hmong young men group
Fearless Respectors-young Hmong boys group
Vin Jao- Hmong girls traditional dance group.
Hmong refugee girls and boys group
Black Beauties-African American girls group
People Like Us (PLUS), an LGBTQ youth of color group that convenes African American and Southeast Asian youth
Freedom, Inc is exploring establishing more support for Cambodian youth.
FI has been able to not only help youth build a network of support, but has been able to create a space where these very marginalized youth can build leadership, raise awareness about the challenges within their communities, and take action to address barriers to success.
FI has a history of working within SEA, AA and Queer youth of color communities in reducing violence and other risk factors that lead youth into the system. We are the first and only agency to build deep relationships within the SEA community, far outreaching those of any other youth serving agency/institution. We have clearly

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.

Outcome Objective and goal #1: Increase acceptance of self-love, esteem, and acceptance for one self by Hmong/Cambodian/Queer youth of color/African American youths.cultural/gender. At least 100 youths will learn about their history, culture, and community.
Outcome Objective and goal #2: Decrease violence between teens of color and increase respect amongst different communities. At least 100 youths will participate and interact in weekly monthly activities with different cultures, race, and gender.

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

Each program specified above will meets once per week for two hours, with the hours and days varying from group to group for at least 36 weeks out of the year. The staff person will work at least 20 hours per week to coordinate all groups.

ORGANIZATION:	**Freedom, Inc**
PROGRAM/LETTER:	**A Program A**

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

Youth to be served range between the ages of 8-18, from low to no income communities of color. Some youth are English language learners. Some have cognitive or physical disabilities. Some are LGBTQ. Some are within the school to pipeline phenomena. Many will be refugees, and immigrants. Most will be live in Madison's low-income communities; Bayview, Southside, Northport, Allied, Kennedy Heights, Madison East Side and Wexfordridge. They are teens who are in the juvenile justice system. Many will be high school dropouts have truancy violations and consider at risk youths.

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

Bayview-Freemen, Refugee Groups, SEA Girls Group
Kennedy Heights-SEA Girls Group
Northport-Black Beauties and Fearless Respectors
Boys & Girls Club PLUS

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

Youth participants are recruited from within SEA neighborhoods, through existing relationships with women and families in our domestic violence advocacy project, and through existing members of FI youth groups.
As FI offers the only culturally specific programming serving SEA youth and Queer youth of color, we receive many referrals from schools, community centers, mainstream LGBTQ organizations, DAIS shelter, law enforcement and courts, and many other community based agencies.
FI also provides in-service trainings on how to effectively work with SEA youth and communities. Through these trainings, we outreach to many mainstream agencies and institutions that refer SEA and Queer youth of color.
Because we have such a deep relationship with SEA families in Madison, much of our recruitment is done though word of mouth, large community and family gatherings, sports tournaments, and other cultural events. There is a similar process for AA communities.

13. COORDINATION: Describe how you coordinate your service delivery with other community groups or agencies.

Freedom Inc collaborates a great deal with other youth program coordinators throughout the city to share skills and expertise. For example, we facilitate workshops at Centro Hispano on gender and sexuality, an area of focus for Freedom, Inc, and invite a youth coordinator to lead a workshop for our youth on immigration. Freedom, Inc has relationships with service providers that refer youth to our programs, because they recognize us as culturally appropriate and filling key gaps in the city.
Since the youth we work with are facing so many risk factors, we inevitably work with schools, human services, police, courts, probation, ICE, etc. and are frequently called upon as cultural experts when these systems are working with SEA and Queer youth of color.
The youth and family are always at the center of our support services. We work to address any and all needs that the child and their family is facing, and typically advocate for youth and families across all of these systems.

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

Freedom Inc relies on volunteers, including past youth groups participants to support our youth programs, provide transportation, give workshops and provide other programs.

Volunteer guest trainers and speakers help us build skills and leadership. We build with volunteer mentors to expose youth to individualized support and utilize the many skills Madison's community leaders.

15. Number of volunteers utilized in 2010?	22
Number of volunteer hours utilized in this program in 2010?	1,500

ORGANIZATION:	Freedom, Inc
PROGRAM/LETTER:	A Program A

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.

Many of the youth accessing our programs are ones that fall through the cracks in other youth programs and social services because of the lack of culturally specific programs and leadership. Freedom, Inc addresses these barriers directly at the very core of our programs and our leadership, as described above. All of our youth workers and staff are from the communities we serve. For example, our Queer youth of Color coordinator is an African American self identified Queer Womyn-- who works directly and closely with our Southeast Asian Queer staff who is also a youth coordinator—to support and do Queer youth of Color work. This is one of the ways we ensure that the voices of the youth and community are heard and acted on. We also have 6 youth worker staff to continue and further the work of these groups. These youth workers are/were members of the youth groups for years, as well as our Adult staff for the Southeast Asian groups—who has been a member and co-founder of the groups.
Our investments are our communities, and we are accountable to them—thus we are effectively responding the populations and communities we serve.

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

All of our staffs have extensive experiences working with youth and providing cultural/gender specific services.
Tracy Benson-Tracy has worked on youth issues in Madison, WI for the past 10 years. She has provided services to teens of color around issues of racial profiling, academic achievement, and juvenile justice. For 6 years, she worked for a community center on the west side of Madison, providing afterschool programming for teens. Currently Tracy works on Health Justice for communities of color.
Monica Adams-Monica has worked on LGBTQ youth of color issues for the past 4 years. She brings to the table a well rounded analyses how to work with Queer youths and African American teens. Her approach is one that inspires and builds leaderships within these communities. She is currently providing service and support to Queer youths of color in the Madison community. She case manages through providing resources, referrals, support, and emediate crisis prevention services to Queer youths of color. She provides leadership and support for African American girls through facilitating weekly support groups and gatherings for girls/teens throughout Dane county.
True Thao- Has worked for Freedom, Inc for the past 7 years providing services to Hmong and other Southeast Asian youths. She has provided afterschool programming, culturally bases youth programs, and more recently, health justice youth programming for teens. She is a long time advocate for teens.

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

200 characters (with spaces)

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

Staff Title	FTE	City $	Qualifications
Health Justice Project Director	1	No	over 6 years of working with teens; serve on National youth boards
Organizing Director	0.65	No	LGBTQ identified, experience creating programs to serve Queer youths
Southeast Asian Youth Coord.	0.65	Yes	

ORGANIZATION:	**Freedom, Inc**
PROGRAM/LETTER:	**A Program A**

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	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

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?

Freedom, Inc is a small non-profit organization. We currently do not have a structured method used for cost allocation across all our programs. Grants obtained to support our programs have been from varies resources with awards ranging from $600 to 121.814. Indirect costs are usually charged to our bigger grants based on FTE. The organization's youth programming is funded from smaller awards; therefore, indirect costs allocated are nominal or none.

23. PROGRAM ACTIVITIES: Describe activities/benchmarks by timeline to illustrate how your program will be implemented.

Activity Benchmark	**Est. Month of Completion**
youths are recruited to programs	1-12 months
36 weeks of meeting	1-12 months
trainings provided to teens	month 3, 6, 9, 12
On going case management	1-12 months

ORGANIZATION:	**Freedom, Inc**
PROGRAM/LETTER:	**A** **Program A**

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.

Due to restricted budgets and community resouces we haven't been able to do official research but our domestic violence program is based on years of experience working and building a strong trust amongst our peoople. Throughout the years we have gathered surveys and data but nothing has been published. Our best pratice framework we utilize for developing this program comes directly from our lived experiences as survivors of domestic violence, knowledge of our culture, and lived experiences of being from these communities. Our work is heavily guilded by the people we serve.

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? 98.0%

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	X
Individuals or families that report 0-50% of Dane County Median Income	X
Individual or family income in relation to Federal Poverty guidelines	X
Other	

26. HOW IS THIS INFORMATION CURRENTLY COLLECTED?

We currently collect income information on clients through an intake survey.

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

Services are provided to all people in need. All our services are free of charge. Our services are provided near accessible locations so that people with limited access to transportation and financial means can access our services. Our staffs travel to homes and different locations in Madison to insure these that there are no barriers to accessing our services.

ORGANIZATION:	**Freedom, Inc**
PROGRAM/LETTER:	**A Program A**

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	#	%
TOTAL	72	100%
MALE	0	0%
FEMALE	72	100%
UNKNOWN/OTHER	0	0%

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

PARTICIPANT DESCRIPTOR	#	%
AGE		
<2	0	0%
2 - 5	0	0%
6 - 12	40	56%
13 - 17	32	44%
18 - 29	0	0%
30 - 59	0	0%
60 - 74	0	0%
75 & UP	0	0%
TOTAL AGE	72	100%
RACE		
WHITE/CAUCASIAN	0	0%
BLACK/AFRICAN AMERICAN	12	17%
ASIAN	60	83%
AMERICAN INDIAN/ALASKAN NATIVE	0	0%
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	0	0%
TOTAL RACE	72	100%
ETHNICITY		
HISPANIC OR LATINO	0	0%
NOT HISPANIC OR LATINO	72	100%
TOTAL ETHNICITY	72	100%
PERSONS WITH DISABILITIES	0	0%
RESIDENCY		
CITY OF MADISON	72	100%
DANE COUNTY (NOT IN CITY)	0	0%
OUTSIDE DANE COUNTY	0	0%
TOTAL RESIDENCY	72	100%

ORGANIZATION:	**Freedom, Inc**
PROGRAM/LETTER:	**A Program A**

29. PROGRAM OUTCOMES

Number of unduplicated individual participants served during 2009.	72
Total to be served in 2011.	100

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:	Increase acceptance of self-love, esteem, and acceptance for one self by Hmong/Cambodian/Queer youth of color/African American youths.
Performance Indicator(s):	At least 75% of the proposed number of people will be served. Of those 75% at least 50% will received at least 2 different types of services from Freedom, Inc. Of those 50% 25% will will receive on going case management.

Proposed for 2011:	Total to be considered in perf. measurement	100	Targeted % to meet perf. measures	75%
			Targeted # to meet perf. measure	75
Proposed for 2012:	Total to be considered in perf. measurement	100	Targeted % to meet perf. measures	75%
			Targeted # to meet perf. measure	75

Explain the measurement tools or methods:	Each participant is assessed and interviewed at the beginning of the project, mid-term, and at the end of the project. The coordinator will conduct an oral exit inteview and or follow up interview. All progress will be tracked by the coordinator. Due to language barriers, interviews will be done orally and conducted in the preferred language of the client.

Outcome Objective # 2:	Decrease violence between teens of color and increase respect amongst different communities.
Performance Indicator(s):	At least 75% of the proposed number of people will be served. Of those 75% at least 50% will received at least 2 different types of services from Freedom, Inc. Of those 50% 25% will will receive on going case management.

Proposed for 2011:	Total to be considered in perf. measurement	100	Targeted % to meet perf. measures	75%
			Targeted # to meet perf. measure	75
Proposed for 2012:	Total to be considered in perf. measurement	100	Targeted % to meet perf. measures	75%
			Targeted # to meet perf. measure	75

Explain the measurement tools or methods:	Each participant is assessed and interviewed at the beginning of the project, mid-term, and at the end of the project. The coordinator will conduct an oral exit inteview and or follow up interview. All progress will be tracked by the coordinator. Due to language barriers, interviews will be done orally and conducted in the preferred language of the client.

PROPOSAL REVIEW: Individual Staff Review for 2011-2012
For Community Resources Proposals to be Submitted to the
Community Services, Early Childhood and Senior Services Committees

1. **Program Name:** A. Youth Groups

2. **Agency Name: Freedom Inc.**

3. **Requested Amounts:** **2011:** $25,001
   2012: $25,001 **Prior Year Level:** $6,905

4. **Project Type:** **New** ☐ **Continuing X**

5. **Framework Plan Objective Most Directly Addressed by Proposed by Activity:**

   X I. Youth Priority B1.

6. **Anticipated Accomplishments (Proposed Service Goals)**
   Provide weekly support to 100 youth annually through the following groups: Nkauj Hmoob – Hmong young women, Freemen – Hmong young men, Fearless Respecters – young Hmong boys group, Vin Jao – Hmong girls traditional dance group, Hmong Refugee groups – boys and girls, Black Beauties- African American girls group and People Like Us (PLUS) – LGBTQ youth of color group.

7. **To what extent does the proposal meet the Objectives of the <u>Community Development</u> Division, Community Resources <u>Program Goals and Priorities</u> for 2011-2012?**

   Staff Comments: Clearly meets Program Area I. – Priority B1 – Provide culturally and /or gender specific programs for vulnerable youth that promote positive youth development.

8. **To what extent does the proposal incorporate an innovative and/or research based <u>program design</u> that will have a positive impact on the need or problem identified?**

   Staff Comments: Although the program does not site relevant research as a source for their program design, the program components include many of the services proven effective through research included in the resource documents.

9. **To what extent does the proposal include service goals and outcome objectives that are realistic and measurable and are likely to be achieved within the proposed timeline?**

   Staff Comments: The service goals and staff allocation seems low for the proposed program activities and number of participants. The outcome objectives are an extension of the service goals. They do not demonstrate a change in behavior, skill or other measurable result.

10. **To what extent do the agency, staff and/or Board <u>experience, qualifications</u>, <u>past performance</u> and <u>capacity</u> indicate probable success of the proposal?**

    Staff Comments: The agency, staff and Board seem to possess much of the experience and capacity necessary for success of this program.

11. To what extent is the agency's proposed budget reasonable and realistic, able to leverage additional resources, and demonstrate sound fiscal planning and management?

Staff Comments: The budget seems low for the proposed level of service and number of participants. The program appears to have a government funding source ending this year. The 2010 budget includes ~$22,000 in other government funds but in 2011 only $5,869 in other government funds. Community Services has been asked for a substantial increase for 2011 & 2010, but total program budget goes down from 2010 to 2011.

12. To what extent does the agency's proposal demonstrate efforts and success at securing a diverse array of support, including volunteers, in-kind support and securing partnerships with agencies and community groups?

Staff Comments: This agency has significant support from volunteers and has several active community partnerships.

13. To what extent does the applicant propose services that are accessible and appropriate to the needs of low income individuals, culturally diverse populations and/or populations with specific language barriers and/or physical or mental disabilities?

Staff Comments: Services seem very accessible and appropriate for low-income & culturally diverse populations as well as populations w/ language barriers.

Questions:

- What are the other government funds that were available in 2010 that are not included in the 2011 budget?

14. Staff Recommendation

☐ **Not recommended for consideration**

X **Recommend for consideration**

☐ **Recommend with Qualifications**
Suggested Qualifications:

ORGANIZATION:	Girl Scouts of Wisconsin - Badgerland Council
PROGRAM/LETTER:	A Outreach - Girl Scout Leadership Experience

PROGRAM BUDGET

1. 2010 BUDGETED

		ACCOUNT CATEGORY			
REVENUE SOURCE	**SOURCE TOTAL**	**PERSONNEL**	**OPERATING**	**SPACE**	**SPECIAL COSTS**
DANE CO HUMAN SVCS	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON-COMM SVCS	0	0	0	0	0
MADISON-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	15,000	0	15,000	0	0
TOTAL REVENUE	15,000	0	15,000	0	0

2. 2011 PROPOSED BUDGET

REVENUE SOURCE	**SOURCE TOTAL**	**PERSONNEL**	**OPERATING**	**SPACE**	**SPECIAL COSTS**
DANE CO HUMAN SVCS	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON-COMM SVCS	0	0	0	0	0
MADISON-CDBG	15,000	0	15,000	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	15,000	0	15,000	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	

ORGANIZATION:	Girl Scouts of Wisconsin - Badgerland Council
PROGRAM/LETTER:	A Outreach - Girl Scout Leadership Experience

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.).

200 characters (with spaces)

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.

200 characters (with spaces)

5. 2012 PROPOSED BUDGET

		ACCOUNT CATEGORY			
REVENUE SOURCE	BUDGET TOTAL	PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
DANE CO HUMAN SVCS	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON-COMM SVCS	0	0	0	0	0
MADISON-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 2012

Source	Amount	Terms
	0	
	0	
	0	
	0	
	0	
TOTAL	0	

**OTHER 2012

Source	Amount	Terms
	0	
	0	
	0	
	0	
	0	
TOTAL	0	

ORGANIZATION:	**Girl Scouts of Wisconsin - Badgerland Council**
PROGRAM/LETTER:	**A Outreach - Girl Scout Leadership Experience**
PRIORITY STATEMENT:	**OCS: Youth B1: Youth Cultural/Gender (CSC)**

DESCRIPTION OF SERVICES

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

Each year, 2.6 million Girl Scouts w orld-w ide take the lead in bettering their communities and the w orld. Girl leaders have been at the heart of Girl Scouts since its founding in 1912, w hen Juliette Gordon Low recognized that developing girls' leadership abilities w as critical for ensuring they w ould be the change-makers of the future. Girl Scouts is the organization best positioned to offer girls the tools they need to be successful leaders now and throughout their lives. As Girl Scouting approaches its 100th anniversary, the Movement is using its expertise to create the Girl Scout Leadership Experience. The Girl Scout Leadership Experience model engages girls in discovering themselves, connecting w ith others, and taking action to make the w orld a better place.

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

The Girl Scout Leadership Experience program w ill provide leadership skills for girls that w ill bring them courage and confidence to allow them to make the w orld a better place. The Girl Scout Leadership Experience model and program identifies three "keys" to leadership that w ill be taught and explored through a variety for outreach programs from team building activities to travel trips. The three keys to leadership that the program covers are: Discover- Girls understand themselves and their values and use their know ledge and skills to explore the w orld. Connect – Girls care about, inspire, and team w ith others locally and globally. Take Action – Girls take w hat they have learned and act to make the w orld a better place. There are 5 set objectives/outcomes desired from each of the 3 keys to leadership: Discover – Girls develop a strong sense of self; Girls develop positive values; Girls gain practical life skills; Girls seek challenges in the w orld; Girls develop critical thinking. Connect – Girls develop healthy relationships; Girls promote cooperation and team building; Girls can resolve conflicts; Girls advance diversity in a multicultural w orld; Girls feel connected to their communities locally and globally. Take Action – Girls can identify community needs; Girls are resourceful problem solvers; Girls advocate for themselves and others, locally and globally; Girls educate and inspire others to act; Girls feel empow ered to make a difference in the w orld.

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.

The Girl Scout Leadership Experience provides youth programming (along w ith the developed program curriculum) and community service opportunities through w eekly or bi-w eekly meetings at various Dane County sites. We w ill serve 200 girls in Dane County and w ill provide them w ith 25-35 service hours each during the school year. There are 5 set objectives/outcomes desired from each of the 3 keys to leadership. Those are listed in #7.

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

The Outreach – Girl Scout Leadership Experience curriculum and programming run throughout the school year for after school and lunchtime troops. We also have programming at community centers and clubs in Dane County.

ORGANIZATION:	**Girl Scouts of Wisconsin - Badgerland Council**
PROGRAM/LETTER:	**A Outreach - Girl Scout Leadership Experience**

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

The Outreach - Girl Scout Leadership Experience program is designed for girls in kindergarten through 12th grade in Dane County. Many of the girls that will be participating in the Outreach programs are at-risk youth from low-income areas.

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

The Outreach - Girl Scout Leadership Experience program will be provided to girls at various locations around Dane County including schools, and our service center located on Ski Lane in Madison.

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

We will market the Outreach – Girl Scout Leadership Experience through our Badgerland Council Web (www.gsbadgerland.org) site, school contacts which include principals, administrative staff and school counselors/social workers, as well and through local media and staff word-of-mouth.

13. COORDINATION: Describe how you coordinate your service delivery with other community groups or agencies.

We will work with the PASS AmeriCorps Program to utilize their members to facilitate the program. We will also work with the local school districts, youth organizations and local community businesses. The Girl Scouts of Wisconsin – Badgerland Council have a long history of community partnerships that strengthens the services we are able to provide to our girls.

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

Volunteers are used to not only help run our outreach programs, but to also lead local Girl Scout troops and host Girl Scout Outreach events.

15. Number of volunteers utilized in 2010?	5
Number of volunteer hours utilized in this program in 2010?	500

ORGANIZATION:	**Girl Scouts of Wisconsin - Badgerland Council**
PROGRAM/LETTER:	**A Outreach - Girl Scout Leadership Experience**

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.

Girl Scouts in an all inclusive organization and w e w ork w ith any and all populations that are experiencing barriers to our programs and services. We do provide training for our leaders and facilitators before they w ork w ith girls on the programs. We provide bi-lingual services w hen needed, and it is the hope of Badgerland Council to hire more bi-lingual leaders as our population diversifies even more.

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

We had great success w ith the Outreach –Girl Scout Leadership Experience in the 2009-2010 year. That w as mainly attributed to the extensive marketing done by our volunteers and staff. Our staff and volunteers have combined experience in Girl Scouting and community relations that they lend to this program, building on the successes. Our staff truly believe in this program mission and values, and their strong dedication to the program show in the outcomes that the girls ultimately achieve.

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

Girl Scouts of Wisconsin - Badgerland Council is a certified non-profit 501(c)3 organization that is state licensed. As w ell, Badgerland Council is a part of the national Girl Scouts USA organization.

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

Staff Title	FTE	City $	Qualifications
Outreach Coordinator	1	No	Volunteer management, child & adult ed., team building, professional
PASS AmeriCorps Member	2	No	Professional, self management, foster diversity and networking
Outreach Leader	1	No	Team-building, personal integriy & professional conduct, self-manage

ORGANIZATION:	**Girl Scouts of Wisconsin - Badgerland Council**
PROGRAM/LETTER:	**A Outreach - Girl Scout Leadership Experience**

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	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

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?

600 characters (w ith spaces)

23. PROGRAM ACTIVITIES: Describe activities/benchmarks by timeline to illustrate how your program will be implemented.

Activity Benchmark	**Est. Month of Completion**

ORGANIZATION:	Girl Scouts of Wisconsin - Badgerland Council
PROGRAM/LETTER:	A Outreach - Girl Scout Leadership Experience

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.

Girl Scout Research Institute, 2007
Girl Scout USA Best Practices

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? 70.0%

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?

The Girl Scouts of Wisconsin - Badgerland Council does not collect financial or socioeconomic data on our members. Our leaders w ork in the communities and can usually tell from their girl's (w ho request financial assistance) the percentage w ho are financial needy.

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

Financial assistance is available for any girl to join Girl Scouts and to participate in the Outreach-Girl Scout Leadership Experience. No member is ever turned aw ay for lack of financial resources. The Council provides financial assistance through our revenue that includes United Way allocations and other financial gifts.

ORGANIZATION:	Girl Scouts of Wisconsin - Badgerland Council
PROGRAM/LETTER:	A Outreach - Girl Scout Leadership Experience

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	#	%
TOTAL	6351	100%
MALE	0	0%
FEMALE	6351	100%
UNKNOWN/OTHER	0	0%

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

PARTICIPANT DESCRIPTOR	#	%
AGE		
<2	0	0%
2 - 5	125	2%
6 - 12	2898	46%
13 - 17	2841	45%
18 - 29	487	8%
30 - 59	0	0%
60 - 74	0	0%
75 & UP	0	0%
TOTAL AGE	6351	100%
RACE		
WHITE/CAUCASIAN	5285	83%
BLACK/AFRICAN AMERICAN	409	6%
ASIAN	228	4%
AMERICAN INDIAN/ALASKAN NATIVE	9	0%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	6	0%
MULTI-RACIAL:	31	0%
Black/AA & White/Caucasian	20	65%
Asian & White/Caucasian	11	35%
Am Indian/Alaskan Native & White/Caucasian	0	0%
Am Indian/Alaskan Native & Black/AA	0	0%
BALANCE/OTHER	383	6%
TOTAL RACE	6351	100%
ETHNICITY		
HISPANIC OR LATINO	229	4%
NOT HISPANIC OR LATINO	6122	96%
TOTAL ETHNICITY	6351	100%
PERSONS WITH DISABILITIES	0	0%
RESIDENCY		
CITY OF MADISON	2031	32%
DANE COUNTY (NOT IN CITY)	4320	68%
OUTSIDE DANE COUNTY	0	0%
TOTAL RESIDENCY	6351	100%

ORGANIZATION:	**Girl Scouts of Wisconsin - Badgerland Council**
PROGRAM/LETTER:	**A Outreach - Girl Scout Leadership Experience**

29. PROGRAM OUTCOMES

Number of unduplicated individual participants served during 2009.	6351
Total to be served in 2011.	6350

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:	Girl Scouts will increase developmental assets that lead to success in school and society as demonstrated by improved life skills such as problem solving, sound decision making.
Performance Indicator(s):	Performance indicators are given to program volunteers and staff in the "Facilitator Guide" for that grade level of girls. Behaviors are observed by the program leader.

Proposed for 2011:	Total to be considered in perf. measurement	200	Targeted % to meet perf. measures	85%
			Targeted # to meet perf. measure	170
Proposed for 2012:	Total to be considered in perf. measurement	200	Targeted % to meet perf. measures	85%
			Targeted # to meet perf. measure	170

Explain the measurement tools or methods:	Volunteer and Staff observations and reportings.

Outcome Objective # 2:	
Performance Indicator(s):	

Proposed for 2011:	Total to be considered in perf. measurement		Targeted % to meet perf. measures	0%
			Targeted # to meet perf. measure	0
Proposed for 2012:	Total to be considered in perf. measurement		Targeted % to meet perf. measures	0%
			Targeted # to meet perf. measure	0

Explain the measurement tools or methods:	

PROPOSAL REVIEW: Individual Staff Review for 2011-2012
For Community Resources Proposals to be Submitted to the
Community Services, Early Childhood and Senior Services Committees

1. **Program Name:** A. Outreach Girl Scout Leadership Experience

2. **Agency Name: Girl Scouts of Blackhawk Council**

3. **Requested Amounts:** **2011:** $15,000
   2012: $15,000 **Prior Year Level: $0**

4. **Project Type:** **New X** **Continuing** ☐
   Please note: the agency indicates new but a Girl Scout outreach program is currently receives $$2,233 from Community Resources for a neighborhood outreach program.

5. **Framework Plan Objective Most Directly Addressed by Proposed by Activity:**

   X I. Youth Priority B1

6. **Anticipated Accomplishments (Proposed Service Goals)**
   This program will serve 200 girls in Dane County through weekly or bi-weekly meetings using a research based Girl Scout curriculum.

7. **To what extent does the proposal meet the Objectives of the Community Development Division, Community Resources Program Goals and Priorities for 2011-2012?**

   Staff Comments: This program clearly meets Program Area I. – Priority B1 – Provide culturally and /or gender specific programs for vulnerable youth that promote positive youth development.

8. **To what extent does the proposal incorporate an innovative and/or research based program design that will have a positive impact on the need or problem identified?**

   Staff Comments: Program design seems to have the potential for positive impact relevant research is cited.

9. **To what extent does the proposal include service goals and outcome objectives that are realistic and measurable and are likely to be achieved within the proposed timeline?**

   Staff Comments: Service goals seem realistic. The outcome objectives proposed are difficult to measure. The proposed measurement is through staff observation and reporting.

10. **To what extent do the agency, staff and/or Board experience, qualifications, past performance and capacity indicate probable success of the proposal?**

    Staff Comments: The agency and staff seem to possess the experience and qualifications to indicate probable success.

11. **To what extent is the agency's proposed budget reasonable and realistic, able to leverage additional resources, and demonstrate sound fiscal planning and management?**

    Staff Comments: The budget is reasonable and realistic. However, no other resources are utilized or leveraged. The budget includes 100 FTE but the staff demographics list only 40.

12. **To what extent does the agency's proposal demonstrate efforts and success at securing a diverse array of support, including volunteers, in-kind support and securing partnerships with agencies and community groups?**

Staff Comments: The program has strong volunteer support and some partnerships. It would be helpful to know what other community-based agencies serving youth collaborate with the program.

13. **To what extent does the applicant propose services that are accessible and appropriate to the needs of low income individuals, culturally diverse populations and/or populations with specific language barriers and/or physical or mental disabilities?**

Staff Comments: Services seem somewhat accessible and appropriate for low-income & culturally diverse populations as well as populations w/ language barriers or physical mental disabilities. Staff members are 92% white/Caucasian and Board membership is 100% white/Caucasian., while 17% of the participants represent other racial/ethnic groups.

Questions:

1. What percentage of the program participants will be City of Madison residents?
2. What efforts does the agency make to hire staff and recruit Board members from diverse racial/ethnic populations.?
3. Which is correct, the staff demographics (40 staff) or the budget (100 FTE)?
4. What other youth service or other relevant agencies collaborate with this program?

14. **Staff Recommendation**

☐ **Not recommended for consideration**

☐ **Recommend for consideration**

X **Recommend with Qualifications**
Suggested Qualifications: See questions above

ORGANIZATION:	**Girl Scouts of Wisconsin - Badgerland Council**
PROGRAM/LETTER:	**B** **Power-Up**

PROGRAM BUDGET

1. 2010 BUDGETED

		ACCOUNT CATEGORY			
REVENUE SOURCE	**SOURCE TOTAL**	**PERSONNEL**	**OPERATING**	**SPACE**	**SPECIAL COSTS**
DANE CO HUMAN SVCS	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON-COMM SVCS	0	0	0	0	0
MADISON-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	25,000	16,975	7,600	425	0
TOTAL REVENUE	25,000	16,975	7,600	425	0

2. 2011 PROPOSED BUDGET

REVENUE SOURCE	**SOURCE TOTAL**	**PERSONNEL**	**OPERATING**	**SPACE**	**SPECIAL COSTS**
DANE CO HUMAN SVCS	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON-COMM SVCS	0	0	0	0	0
MADISON-CDBG	25,000	16,975	7,600	425	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	25,000	16,975	7,600	425	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	

ORGANIZATION:	**Girl Scouts of Wisconsin - Badgerland Council**
PROGRAM/LETTER:	**B Power-Up**

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.).

200 characters (w ith spaces)

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.

200 characters (w ith spaces)

5. 2012 PROPOSED BUDGET

		ACCOUNT CATEGORY			
REVENUE SOURCE	**BUDGET TOTAL**	**PERSONNEL**	**OPERATING**	**SPACE**	**SPECIAL COSTS**
DANE CO HUMAN SVCS	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON-COMM SVCS	0	0	0	0	0
MADISON-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 2012

Source	**Amount**	**Terms**
	0	
	0	
	0	
	0	
	0	
TOTAL	0	

**OTHER 2012

Source	**Amount**	**Terms**
	0	
	0	
	0	
	0	
	0	
TOTAL	0	

PROGRAM DESCRIPTION

ORGANIZATION:	**Girl Scouts of Wisconsin - Badgerland Council**
PROGRAM/LETTER:	**B Power-Up**
PRIORITY STATEMENT:	**OCS: Youth B1: Youth Cultural/Gender (CSC)**

DESCRIPTION OF SERVICES

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

Every 7 minutes a child is bullied. 85% of bullying episodes happen in front of bystanders and the aggression and abuse levels rise with each additional audience member. Peers intervene in only 19% of bulling incidents. Bullying that effect girls is different than bullying that affects the male peers. The Power-Up Program curriculum is centered around teaching girls what to do in all bullying scenarios from being a unwilling participant to being an observer.

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

Bullying prevention curriculum which includes information, demonstrations and activities in large and small group settings. The impact of these activities will be that girls will be able to identify the many forms of bullying, will address these forms and will intervene to prevent it.

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.

Girls will indentify the many forms of bullying: verbal, relational and physical. Girls will learn skills to address bullies, targets and bystanders. Girl will be able to positively intervene when confronted by bullying both in and out of Girl Scouts. Adults will be trained to successfully implement and sustain the Power Up program. Adults will be able to identify girl-to-girl bullying and create a safe space from bullying. The goal is that 200 girls in grades 4th - 6th will participate in some sort of Power Up program format whether it is in a large event setting or small troop \group setting.

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

Two large group events (6 hours each) will be implemented throughout Dane County during the membership year (October 1- September 30). Smaller group\troop sessions will be implemented into our Outreach Program curriculum for after school and lunchtime troops.

ORGANIZATION:	**Girl Scouts of Wisconsin - Badgerland Council**
PROGRAM/LETTER:	**B Power-Up**

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

4th - 6th grade girls in Dane County. Many of the girls that w ill be participating in the Pow er Up program are at-risk youth from low income areas.

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

The Pow er Up (bullying prevention) program w ill be provided to girls at many different sites around Dane County. Some smaller group sessions w ill be conducted w ithin Outreach Troop meetings in our loc

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

We w ill market the Pow er Up program to the girls in our Outreach Program areas. We w ill also market the program to adults in the Dane County area through many possible outlets such as: our Girl Scouts Web site, adult development guide, local media and council staff.

13. COORDINATION: Describe how you coordinate your service delivery with other community groups or agencies.

We w ork w ith the PASS Americorps Program to utilize their members to facilitate Pow er Up discussions w ithin their Outreach Troops. We also plan to w ork w ith the Wisconsin Youth Company to provide Pow er Up curriculum in their After School Programs and Middle School Programs.

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

Volunteers are used to not only help run our Pow er Up programs, but to also lead local Girl Scout troops and host Girl Scout events. The volunteers help guide the girls w hile promoting the program.

15. Number of volunteers utilized in 2010?	32
Number of volunteer hours utilized in this program in 2010?	500

ORGANIZATION:	Girl Scouts of Wisconsin - Badgerland Council
PROGRAM/LETTER:	B Power-Up

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.

Girl Scouts in an all inclusive organization and we work with any and all populations that are experiencing barriers to our programs and services. We do provide training for our leaders and facilitators before they work with girls on the programs. We provide bi-lingual services when needed, and it is the hope of Badgerland Council to hire more bi-lingual leaders as our population diversifies even more

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

We had great success with the Power Up program in the 2009-2010 year and that was due to extensive marketing and staff\volunteer commitment to the program. We have core staff that have been trained extensively in this program and have passed this expertise to our volunteer facilitators.

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

Girl Scouts of Wisconsin - Badgerland Council is a certified non-profit 501(c)3 organization that is state licensed. As well, Badgerland Council is a part of the national Girl Scouts USA organization.

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

Staff Title	FTE	City $	Qualifications
Power Up Coordinator	0.5	Yes	Volunteer management, child & adult ed., team building, professional
PASS AmeriCorps Member	0.25	Yes	Professional, self management, foster diversity and networking
Outreach Leader	0.1	Yes	Team-building, personal integriy & professional conduct, self-manage

ORGANIZATION:	Girl Scouts of Wisconsin - Badgerland Council
PROGRAM/LETTER:	B Power-Up

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	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

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?

600 characters (with spaces)

23. PROGRAM ACTIVITIES: Describe activities/benchmarks by timeline to illustrate how your program will be implemented.

Activity Benchmark	Est. Month of Completion

ORGANIZATION:	**Girl Scouts of Wisconsin - Badgerland Council**
PROGRAM/LETTER:	**B Power-Up**

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.

Girl Scout Research Institute, 2007
Girl Scout USA Best Practices

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? 60.0%

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?

The Girl Scouts of Wisconsin - Badgerland Council does not collect financial or socioeconomic data on our members. Our leaders w ork in the communities and can usually tell from their girl's (w ho request financial assistance) the percentage w ho are financial needy.

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

Financial assistance is available for any girl to join Girl Scouts and to participate in the Pow er Up Program. No member is ever turned aw ay for lack of financial resources. The Council provides financial assistance through our revenue that includes United Way allocations and other financial gifts

ORGANIZATION:	**Girl Scouts of Wisconsin - Badgerland Council**
PROGRAM/LETTER:	**B Power-Up**

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	#	%
TOTAL	435	100%
MALE	0	0%
FEMALE	435	100%
UNKNOWN/OTHER	0	0%

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

PARTICIPANT DESCRIPTOR	#	%
AGE		
<2	0	0%
2 - 5	0	0%
6 - 12	421	97%
13 - 17	14	3%
18 - 29	0	0%
30 - 59	0	0%
60 - 74	0	0%
75 & UP	0	0%
TOTAL AGE	435	100%
RACE		
WHITE/CAUCASIAN	344	79%
BLACK/AFRICAN AMERICAN	53	12%
ASIAN	13	3%
AMERICAN INDIAN/ALASKAN NATIVE	2	0%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	0	0%
MULTI-RACIAL:	2	0%
Black/AA & White/Caucasian	1	50%
Asian & White/Caucasian	1	50%
Am Indian/Alaskan Native & White/Caucasian	0	0%
Am Indian/Alaskan Native & Black/AA	0	0%
BALANCE/OTHER	21	5%
TOTAL RACE	435	100%
ETHNICITY		
HISPANIC OR LATINO	9	2%
NOT HISPANIC OR LATINO	426	98%
TOTAL ETHNICITY	435	100%
PERSONS WITH DISABILITIES	0	0%
RESIDENCY		
CITY OF MADISON	87	20%
DANE COUNTY (NOT IN CITY)	348	80%
OUTSIDE DANE COUNTY	0	0%
TOTAL RESIDENCY	435	100%

ORGANIZATION:	**Girl Scouts of Wisconsin - Badgerland Council**
PROGRAM/LETTER:	**B Power-Up**

29. PROGRAM OUTCOMES

Number of unduplicated individual participants served during 2009.	435
Total to be served in 2011.	435

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:	Girls will identify the many forms of bullying: verbal, relational and physical. They will learn skills to address bullies, targets and bystanders and positively intervene.
Performance Indicator(s):	In a follow-up survey to the program, 65% of girls will agree that they can identify the forms of bullying and learned skills to address the bullies, targets and bystanders.

Proposed for 2011:	Total to be considered in perf. measurement	200	Targeted % to meet perf. measures	85%
			Targeted # to meet perf. measure	170
Proposed for 2012:	Total to be considered in perf. measurement	200	Targeted % to meet perf. measures	85%
			Targeted # to meet perf. measure	170

Explain the measurement tools or methods:	Follow-up survey to all participating girls addressing the direct objectives of the program to decide if they have learned the desired traits and skills.

Outcome Objective # 2:	
Performance Indicator(s):	

Proposed for 2011:	Total to be considered in perf. measurement		Targeted % to meet perf. measures	0%
			Targeted # to meet perf. measure	0
Proposed for 2012:	Total to be considered in perf. measurement		Targeted % to meet perf. measures	0%
			Targeted # to meet perf. measure	0

Explain the measurement tools or methods:	

PROPOSAL REVIEW: Individual Staff Review for 2011-2012
For Community Resources Proposals to be Submitted to the
Community Services, Early Childhood and Senior Services Committees

1. **Program Name:** B. Power Up

2. **Agency Name: Girl Scouts of Blackhawk Council**

3. **Requested Amounts:** **2011:** $25,000
   2012: $25,000 **Prior Year Level:** $0

   Please note: the agency indicates new but a Girl Scout outreach program is currently receives $$2,233 from Community Resources for a neighborhood outreach program.

4. **Project Type:** **New X** **Continuing** ☐

5. **Framework Plan Objective Most Directly Addressed by Proposed by Activity:**

   X I. Youth Priority B1

6. **Anticipated Accomplishments (Proposed Service Goals)**
   This program will provide a bullying prevention program to 200 girls.

7. **To what extent does the proposal meet the Objectives of the Community Development Division, Community Resources Program Goals and Priorities for 2011-2012?**

   Staff Comments: This program clearly meets Program Area I. – Priority B1 – Provide culturally and /or gender specific programs for vulnerable youth that promote positive youth development.

8. **To what extent does the proposal incorporate an innovative and/or research based program design that will have a positive impact on the need or problem identified?**

   Staff Comments: The program design seems to have the potential for positive impact relevant research is cited. However, it would be helpful to have more details about the curriculum (i.e. number of sessions, components etc.)

9. **To what extent does the proposal include service goals and outcome objectives that are realistic and measurable and are likely to be achieved within the proposed timeline?**

   Staff Comments: The service goals and outcome objectives seem realistic, measurable and possibly to achieve in with the proposed program design.

10. **To what extent do the agency, staff and/or Board experience, qualifications, past performance and capacity indicate probable success of the proposal?**

    Staff Comments: The agency and staff seem to possess the experience and qualifications to indicate probable success.

11. **To what extent is the agency's proposed budget reasonable and realistic, able to leverage additional resources, and demonstrate sound fiscal planning and management?**

    Staff Comments: The budget is reasonable and realistic. However, no other resources are utilized or leveraged. The budget includes 100 FTE but the staff demographics list only 40.

12. **To what extent does the agency's proposal demonstrate efforts and success at securing a diverse array of support, including volunteers, in-kind support and securing partnerships with agencies and community groups?**

Staff Comments: The program has strong volunteer support and some partnerships. It would be helpful to know what other community-based agencies serving youth collaborate with the program.

13. **To what extent does the applicant propose services that are accessible and appropriate to the needs of low income individuals, culturally diverse populations and/or populations with specific language barriers and/or physical or mental disabilities?**

Staff Comments: Services seem somewhat accessible and appropriate for low-income & culturally diverse populations as well as populations w/ language barriers or physical mental disabilities. Staff members are 92% white/Caucasian and Board membership is 100% white/Caucasian., while 17% of the participants represent other racial/ethnic groups.

Questions:

1. Are there a specific number of sessions or program components that make up the bulling prevention program?
2. What percentage of the program participants will be City of Madison residents?
3. What efforts does the agency make to hire staff and recruit Board members from diverse racial/ethnic populations.?
4. Which is correct, the staff demographics (40 staff) or the budget (100 FTE)?
5. What other youth service or other relevant agencies collaborate with this program?

14. **Staff Recommendation**

☐ **Not recommended for consideration**

☐ **Recommend for consideration**

X **Recommend with Qualifications**
Suggested Qualifications: See questions above

ORGANIZATION:	Mental Health Center of Dane County, Inc. - Kajsiab House
PROGRAM/LETTER:	A Hmong Youth Cultural Learning

PROGRAM BUDGET

1. 2010 BUDGETED

		ACCOUNT CATEGORY			
REVENUE SOURCE	**SOURCE TOTAL**	**PERSONNEL**	**OPERATING**	**SPACE**	**SPECIAL COSTS**
DANE CO HUMAN SVCS	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON-COMM SVCS	0	0	0	0	0
MADISON-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				
TOTAL REVENUE	0	0	0	0	0

2. 2011 PROPOSED BUDGET

REVENUE SOURCE	**SOURCE TOTAL**	**PERSONNEL**	**OPERATING**	**SPACE**	**SPECIAL COSTS**
DANE CO HUMAN SVCS	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON-COMM SVCS	13,432	2,512	0	0	10,920
MADISON-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	2,000	0	2,000	0	
USER FEES	0	0	0	0	0
OTHER**	0	0	0	0	0
TOTAL REVENUE	15,432	2,512	2,000	0	10,920

*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	

ORGANIZATION:	Mental Health Center of Dane County, Inc. - Kajsiab House
PROGRAM/LETTER:	A Hmong Youth Cultural Learning

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.).

200 characters (with spaces)

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.

200 characters (with spaces)

5. 2012 PROPOSED BUDGET

		ACCOUNT CATEGORY			
REVENUE SOURCE	BUDGET TOTAL	PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
DANE CO HUMAN SVCS	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON-COMM SVCS	13,432	2,512	0	0	10,920
MADISON-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	2,000	1,000	1,000	0	0
USER FEES	0	0	0	0	0
OTHER**	0	0	0	0	0
TOTAL REVENUE	15,432	3,512	1,000	0	10,920

*OTHER GOVT 2012

Source	Amount	Terms
	0	
	0	
	0	
	0	
	0	
TOTAL	0	

**OTHER 2012

Source	Amount	Terms
	0	
	0	
	0	
	0	
	0	
TOTAL	0	

ORGANIZATION:	Mental Health Center of Dane County, Inc. - Kajsiab House
PROGRAM/LETTER:	A Hmong Youth Cultural Learning
PRIORITY STATEMENT:	OCS: Youth B1: Youth Cultural/Gender (CSC)

DESCRIPTION OF SERVICES

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

•Many Hmong American teens lack understanding and appreciation about their Hmong cultural identity that leads them to have family, social and academic problems. As Hmong American become teenagers, there is more conflict in the family due to cultural n expectations and differences in w estern and Hmong social values. This also leads to higher drop out rates in high school of Hmong students, delinquency, runaw ays, gang problems and rebellion against family and society. The problem is compounded because there is no service or program to help them understand and appreciate their cultural heritage. Hmong American teens live in duel societies w ith conflicting cultural and social expectations that send them different message about w ho should be and w ho they are. American values emphasize individual freedom and liberty w hile Hmong's values teaches loyalty and conformity to the group.

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

•This program is designed specifically to provide culturally and gender specific services/programs for vulnerable Hmong American youth that promotes positive youth development. The services provided are gender focus cultural programs that seek to help Hmong teens understand and appreciate their cultural heritage. Tw o programs are teaching of traditional Hmong Qeej for teenage boys and traditional Hmong singing (Kw v Txhiaj) and dancing to teenage girls. The Qeej is a musical instrument and a symbol of Hmong culture. Traditional singing is a Hmong oral tradition passed from generation to generation. Dancing is a recreational activity. The impact of learning about the Hmong culture w ill strengthen their sense of belonging in Madison, strengthen family relationships, decreased family conflicts and gain deeper understanding of w ho they are as Hmong American youths.

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.

•35 Hmong American teenage boys enroll in the Hmong Qeej Program. The youths w ill learn how to play the qeej and also the cultural significance of the qeej in Hmong society.
•10 Hmong American girls w ill enroll in the Hmong Dance Program and Traditional Hmong singing program.
•Youths w ill show case their talents during the Hmong New Year in Madison in November 2010. Youths w ill also participate in Hmong traditional ceremonies and civic celebrations upon request.

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

•Programs w ill meet w eekly, once per w eek from 4:30 p.m. to 8:30 p.m. on a Friday of the w eek during the school year as not to interfere w ith school hours, or as otherw ise scheduled by the youth service coordinator and cultural arts teachers.

ORGANIZATION:	**Mental Health Center of Dane County, Inc. - Kajsiab House**
PROGRAM/LETTER:	**A Hmong Youth Cultural Learning**

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

•Targeted population is Southeast Asian Americans of Hmong ancestry. Youths living w ithin city limits. Ages range from 12 – 19 years old. Teens from family w ith income at or below the federal poverty or those w hose family relies on W-2 and Limited English Proficiency (LEP).

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

•The location of services w ill be at Kajsiab House. The service w ill be open to all youths residing in Madison.
•The facility has tw o large rooms that can easily accommodate the youth program

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

•Work w ith MMSD to recruit youths for the programs. MMSD has a Hmong speaking staff w ho is office at Kajsiab House. We w ill w ork w ith her to do outreach to the schools. WORT - Hmong program is w idely listen to by the elders in the Hmong community. We w ill ask WORT Hmong Program to make community service announcements. Ask Southern Wisconsin Hmong Association and 18 Clan Council to disperse recruitment flyers and also to get w ords out to the w ider Hmong community.

13. COORDINATION: Describe how you coordinate your service delivery with other community groups or agencies.

•Kajsiab House and MMSD has an ongoing w orking relationship as evident by the fact that MMSD has had a Hmong speaking staff w ith office space at KH for the last 4 years. Kajsiab House has an ongoing relationship w ith the Madison Children’s Museum and w as instrumental in the development of MCM's “Hmong at Heart Exhibit.” Kajsiab House w orks closely w ith Hmong 18 Clan council in Dane County to disperse information to the broader Hmong community. And lastly, Kajsiab House w orks w ith Southern Wisconsin Hmong Association on many cultural and social issues in the Hmong community. Many of the meetings involving the Hmong community occur at Kajsiab House facility.

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

•Parents w ill be asked to participate in the programs by volunteering to provide snacks and also to help supervise the programs. Parents w ill also be asked to assist w ith transportation as needed for cultural show s.

15. Number of volunteers utilized in 2010?	7
Number of volunteer hours utilized in this program in 2010?	600

ORGANIZATION:	**Mental Health Center of Dane County, Inc. - Kajsiab House**
PROGRAM/LETTER:	**A Hmong Youth Cultural Learning**

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.

•The parents of the youths w ho w ill enroll in these three programs face language, social, and economic barriers that prevent them from providing their children. Most youths live in a household w ere tw o parents w orking outside of the home and likely, w orking during different shifts. Most parents w ho are older do not have language and cultural barriers to overcome and thus, accessing mainstream youth program is problematic. The proposed programs w ill address the cultural, language, and economic barriers faced by youths and their families. The programs w ill be language specific in Hmong/English to address language barriers. Transportation w ill be provided to those youths w hose parents do not drive. And the program w ill be culturally appropriate to promote positive cultural grow th of those attending.

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

•Kajsiab House staff consists of highly trained Hmong and American professionals w orking as a team to pave the w ay for culturally competent and language specific delivery of services to Hmong families in Dane County. Kajsiab House staff includes 7 FTE Cultural Brokers/Case Managers of w hich 3 have master's degree and 4 w ith bachelor's degree. One psychiatrist, M.D. w ho is also professor at the U.W Medical School and w ho provides clinical supervision. One psychologist, PhD., w ho provides counseling. 4 support staff w ho cooks, transport clients, and provide recreational activities for clients. Kajsiab House staff has experience in developing jobs program, youth program, and mental health programming. Kajsiab House has been featured in Madison Times, Wisconsin Public Radio, Wisconsin State Journal, and the Capitol Times New spaper.
•Kajsiab House has run the Qeej program for the past 5 years and consistently has enrolled 35 students. The Qeej instructors are masters and talented w ho also are U.W students.

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

Kajsiab House is a program of the Mental Health Center and it is licensed as an outpatient community services w ith the State of Wsiconsin.

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

Staff Title	FTE	City $	Qualifications
Subcontract	0.3	Yes	Experted in Hmong culture, customs, music and tradition

ORGANIZATION:	**Mental Health Center of Dane County, Inc. - Kajsiab House**
PROGRAM/LETTER:	**A Hmong Youth Cultural Learning**

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	0
Between 50% to 80% of county median income	0
Between 30% to 50% of county median income	10
Less than 30% of county median income	35
Total households to be served	45

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	10
Less than 30% of county median income	35
Total households to be served	45

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

The agency's inderect cost is 25% for Tax, professional insurance, adminitrative support, program support, technology support, human services support, and financial support

23. PROGRAM ACTIVITIES: Describe activities/benchmarks by timeline to illustrate how your program will be implemented.

Activity Benchmark	Est. Month of Completion
1. Contract with Hmong cultural experts for teaching instruction	Nov. 30, 2010
2. Begin enroll students into the program	Dec. 15, 2010
3. 35 Hmong boys and 10 girls enrolled	Dec. 31, 2010
4. Begin instructions and meetings	Jan. 7, 2011
5. End of 1st. quarter, students know cultural basic skills and improvement school attendance	Mar. 31, 2011
6. End of 3rd. quarter, students can perform at event or school shows, and improve self-esteem	Sept. 30, 2011
7. End of 4th. quarter, students can perform at Hmong funerals & events, assumed important roles	Dec. 31, 2011
8. Parents show improvement in students education	Jan. 31, 2012
9. End of grant cylce, student will feel better about themselves and their abilities	31-May-12

ORGANIZATION:	**Mental Health Center of Dane County, Inc. - Kajsiab House**
PROGRAM/LETTER:	**A Hmong Youth Cultural Learning**

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.

Best practice model that Kajsiab House will implement for this youth program are:• *
http://www.hmong.org/hyp.aspx - Hmong Youth Pride is a program in St. Paul, MN. The purpose of the program is academic enrichment for Hmong students.
•http://www.ethniccommunities.org/library/SOAR2010BRYCSHandoutHmongYouth.pdf: Survey of Hmong youth development
•http://www.brycs.org/documents/upload/GrowingUpInANewCountry-Web.pdf : Growing up in a new country a youth development toolkit for refugees and immigrant families.
•http://www.cura.umn.edu/reporter/03-Spr/Swartz-Lee-Mortimer.pdf : Achievement of First-Generation Hmong Youth: Findings from a Youth Development Study
•http://sachmongjournal.blogspot.com/2009/10/hmong-youth-parents-united.html: Sacramento Hmong Family Journal

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? 100.0%

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	X
Individuals or families that report 0-50% of Dane County Median Income	X
Individual or family income in relation to Federal Poverty guidelines	X
Other	X

26. HOW IS THIS INFORMATION CURRENTLY COLLECTED?

•This information is collected through student enrollment applications. There is a question about family income.

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

There is no user fees for this program. All participants can access to the service without charge.

ORGANIZATION:	**Mental Health Center of Dane County, Inc. - Kajsiab House**
PROGRAM/LETTER:	**A Hmong Youth Cultural Learning**

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	#	%
TOTAL	45	100%
MALE	35	78%
FEMALE	10	22%
UNKNOWN/OTHER	0	0%

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

PARTICIPANT DESCRIPTOR	#	%
AGE		
<2	0	0%
2 - 5	0	0%
6 - 12	0	0%
13 - 17	40	89%
18 - 29	5	11%
30 - 59	0	0%
60 - 74	0	0%
75 & UP	0	0%
TOTAL AGE	45	100%
RACE		
WHITE/CAUCASIAN	0	0%
BLACK/AFRICAN AMERICAN	0	0%
ASIAN	45	100%
AMERICAN INDIAN/ALASKAN NATIVE	0	0%
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	0	0%
TOTAL RACE	45	100%
ETHNICITY		
HISPANIC OR LATINO	0	0%
NOT HISPANIC OR LATINO	45	100%
TOTAL ETHNICITY	45	100%
PERSONS WITH DISABILITIES	0	0%
RESIDENCY		
CITY OF MADISON	45	100%
DANE COUNTY (NOT IN CITY)	0	0%
OUTSIDE DANE COUNTY	0	0%
TOTAL RESIDENCY	45	100%

ORGANIZATION:	**Mental Health Center of Dane County, Inc. - Kajsiab House**
PROGRAM/LETTER:	**A Hmong Youth Cultural Learning**

29. PROGRAM OUTCOMES

Number of unduplicated individual participants served during 2009.	45
Total to be served in 2011.	45

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:	To improve Hmong students' self esteem and school participation.
Performance Indicator(s):	90% Students particpate in the cultural learning will have parents' full support and better attandance in school.

Proposed for 2011:	Total to be considered in perf. measurement	45	Targeted % to meet perf. measures	90%
			Targeted # to meet perf. measure	40.5
Proposed for 2012:	Total to be considered in perf. measurement	45	Targeted % to meet perf. measures	90%
			Targeted # to meet perf. measure	40.5

Explain the measurement tools or methods:	45 student's records will be requested from the Madison School District to tract their attendance rates. Parents will be survey to measure the improvement of parents and students' communication and school involvement.

Outcome Objective # 2:	To improve leadership skills and assume imporrtant roles within the culture and in the community.
Performance Indicator(s):	By the end of the first year 50% of students should be able to performa at shows and at funerals services.

Proposed for 2011:	Total to be considered in perf. measurement	45	Targeted % to meet perf. measures	90%
			Targeted # to meet perf. measure	40.5
Proposed for 2012:	Total to be considered in perf. measurement	45	Targeted % to meet perf. measures	90%
			Targeted # to meet perf. measure	40.5

Explain the measurement tools or methods:	1. Develop spreadsheet to keep track of number of performanace and requested for performances from school and the communities.

PROPOSAL REVIEW: Individual Staff Review for 2011-2012
For Community Resources Proposals to be Submitted to the
Community Services, Early Childhood and Senior Services Committees

1. **Program Name:** Hmong Youth Cultural Learning

2. **Agency Name: Mental Health Center of Dane County**

3. **Requested Amounts:** **2011:** $13,432
   2012: $13,432 **Prior Year Level:** $0

4. **Project Type:** **New X** **Continuing** ☐

5. **Framework Plan Objective Most Directly Addressed by Proposed by Activity:**
   X I. Youth Priority B1

6. **Anticipated Accomplishments (Proposed Service Goals)**
   35 Hmong-American boys will participate in weekly activities and 10 Hmong-American girls will enroll in the Hmong Dance and Traditional Singing Program to strengthen their sense of belonging and decrease family conflicts.

7. **To what extent does the proposal meet the Objectives of the Community Development Division, Community Resources Program Goals and Priorities for 2011-2012?**

   Staff Comments: This program clearly meets Program Area I. – Priority B1 – Provide culturally and /or gender specific programs for vulnerable youth that promote positive youth development.

8. **To what extent does the proposal incorporate an innovative and/or research based program design that will have a positive impact on the need or problem identified?**

   Staff Comments: The program design seems to have the potential for positive impact relevant research is cited. It is unclear if this is really a new program or an extension of an on-going program. The applicant indicates that the program had no budget in 2010 but that 45 individuals were served by the program in 2009.

9. **To what extent does the proposal include service goals and outcome objectives that are realistic and measurable and are likely to be achieved within the proposed timeline?**

   Staff Comments: Service goals and outcome objectives seem realistic, measurable and possibly to achieve in with the proposed program design.

10. **To what extent do the agency, staff and/or Board experience, qualifications, past performance and capacity indicate probable success of the proposal?**

    Staff Comments: The agency and staff seem to possess the experience and qualifications to indicate probable success.

11. **To what extent is the agency's proposed budget reasonable and realistic, able to leverage additional resources, and demonstrate sound fiscal planning and management?**

    Staff Comments: The budget is reasonable and realistic. 86% of the budget is requested from the City of Madison with the remainder coming from fundraising.

12. **To what extent does the agency's proposal demonstrate efforts and success at securing a diverse array of support, including volunteers, in-kind support and securing partnerships with agencies and community groups?**

Staff Comments: The program has strong volunteer support and several partnerships. It would be helpful to know what other community-based agencies serving youth collaborate with the program.

13. **To what extent does the applicant propose services that are accessible and appropriate to the needs of low income individuals, culturally diverse populations and/or populations with specific language barriers and/or physical or mental disabilities?**

Staff Comments: Services seem very accessible and appropriate for low-income Hmong populations as well as Hmong populations w/ language barriers.

Questions:

1. What other youth service or other relevant agencies collaborate with this program?

14. **Staff Recommendation**

☐ **Not recommended for consideration**

X Recommend for consideration

☐ **Recommend with Qualifications**

Suggested Qualifications: See questions above

ORGANIZATION:	Youth Services of Southern Wisconsin, Incorporated
PROGRAM/LETTER:	B Youth Groups Program

PROGRAM BUDGET

1. 2010 BUDGETED

		ACCOUNT CATEGORY			
REVENUE SOURCE	**SOURCE TOTAL**	**PERSONNEL**	**OPERATING**	**SPACE**	**SPECIAL COSTS**
DANE CO HUMAN SVCS	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON-COMM SVCS	7,277	4,960	1,601	684	32
MADISON-CDBG	0	0	0	0	0
UNITED WAY ALLOC	28,000	18,133	6,801	2,942	124
UNITED WAY DESIG	0	0	0	0	0
OTHER GOVT	16,000	10,400	4,249	0	1,351
FUNDRAISING DONATIONS	13,000	6,568	5,317	1,051	64
USER FEES	0	0	0	0	0
OTHER	0	0	0	0	0
TOTAL REVENUE	64,277	40,061	17,968	4,677	1,571

2. 2011 PROPOSED BUDGET

REVENUE SOURCE	**SOURCE TOTAL**	**PERSONNEL**	**OPERATING**	**SPACE**	**SPECIAL COSTS**
DANE CO HUMAN SVCS	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON-COMM SVCS	7,640	5,069	1,729	803	39
MADISON-CDBG	0	0	0	0	0
UNITED WAY ALLOC	28,000	18,578	6,336	2,942	144
UNITED WAY DESIG	0	0	0	0	0
OTHER GOVT*	16,000	10,616	3,621	1,681	82
FUNDRAISING DONATIONS	12,000	7,962	2,715	1,261	62
USER FEES	0	0	0	0	0
OTHER**	0	0	0	0	0
TOTAL REVENUE	63,640	42,225	14,401	6,687	327

*OTHER GOVT 2011

Source	**Amount**	**Terms**
State of Wisconsin	16,000	1/1/11-12/31/11
	0	
	0	
	0	
	0	
TOTAL	16,000	

**OTHER 2011

Source	**Amount**	**Terms**
	0	
	0	
	0	
	0	
	0	
TOTAL	0	

ORGANIZATION:	Youth Services of Southern Wisconsin, Incorporated
PROGRAM/LETTER:	B Youth Groups Program

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.).

YSOSW anticipates no significant changes in 2012 to its Youth Groups Program.

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.

YSOSW anticipates no significant changes to its 2012 Youth Groups Program Budget.

5. 2012 PROPOSED BUDGET

		ACCOUNT CATEGORY			
REVENUE SOURCE	BUDGET TOTAL	PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
DANE CO HUMAN SVCS	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON-COMM SVCS	7,640	5,069	1,729	803	39
MADISON-CDBG	0	0	0	0	0
UNITED WAY ALLOC	28,000	18,578	6,336	2,942	144
UNITED WAY DESIG	0	0	0	0	0
OTHER GOVT*	16,000	10,616	3,621	1,681	82
FUNDRAISING DONATIONS	12,000	7,962	2,715	1,261	62
USER FEES	0	0	0	0	0
OTHER**	0	0	0	0	0
TOTAL REVENUE	63,640	42,225	14,401	6,687	327

*OTHER GOVT 2012

Source	Amount	Terms
State of Wisconsin	16,000	1/1/12-12/31/12
	0	
	0	
	0	
	0	
TOTAL	16,000	

**OTHER 2012

Source	Amount	Terms
	0	
	0	
	0	
	0	
	0	
TOTAL	0	

ORGANIZATION:	**Youth Services of Southern Wisconsin, Incorporated**
PROGRAM/LETTER:	**B Youth Groups Program**
PRIORITY STATEMENT:	**OCS: Youth B1: Youth Cultural/Gender (CSC)**

DESCRIPTION OF SERVICES

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

YSOSW offers two Youth Groups: CHOICES and Teens Like Us. CHOICES provides group and individual counseling focusing on prevention and early intervention to young women. Many of these teens are victims of physical and/or sexual abuse and, consequently, are often vulnerable to dating violence as well.

In addition to being victims of abuse, girls at risk for delinquency, truancy, and involvement with the Juvenile Justice System participate in CHOICES. All CHOICES participants are truant, delinquent or experiencing school problems when they enter the group.

Teens Like Us provides a supportive environment to teens who are gay, lesbian, bisexual, transgender or exploring their sexuality. Teens Like Us is currently the only drop-in support and educaiton group for LGBTQ teens in metropolitan Madison.

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

Each Youth Group meets weekly, throughout the calendar year, for two hours. The average length of stay in a group is 6-9 months. Many teens, however, choose to stay with a group for one school year. Staff assess potential new participants on an on-going basis. Youth Group Specialists meet individually with each participant on a monthly basis. These sessions provide time for individual support and feedback, as well as case planning. During the course of each year, Youth Group members participate in the following activities: program evaluation “pre-tests” and curriculum planning, individual and school success goal setting, team building exercises, boundary setting exercises, alcohol and drug education; personal responsibility education; Identifying Our Dreams (for education, relationships, and careers); building healthy relationships education; client satisfaction surveys; program evaluation “post-tests”; health issues (STI’s, HIV/AIDS, mental health, self-care) education; and summer, outdoor group activities.

Youth in CHOICES participate in the following: Take Back the Night Rally and March; Women’s History Month education unit; and Sexual Assault Awareness Week Activities. Teens Like Us members participate in the LGBT Pride Parade; plan their own prom, attend conferences on activism like the Gay/Straight Alliance Conferences; host movie nights, and learn about suicide prevention. Also, each youth group identifies issues of importance to them and participates in community service projects related to these issues at least twice annually.

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.

The primary goal of these groups is to increase resiliency factors among at-risk youth through group meetings and social activities. This includes increasing teens’ abilities to make healthy choices, decreasing truancy among participants, providing HIV/STI prevention, and decreasing participants’ risk for alcohol abuse. YSOSW anticipates serving 120 youth and providing 1,500 hours of group-based and individual counseling each year.

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

Teens Like Us meets Tuesdays at 6pm for two hours. In addition, Teens Like Us schedules periodic events such as Pride Prom, dances, and participation in community events. Participants may also meet with counselors by appointment, or receive HIV counseling testing and referral. Choices meets on Monday Evenings at 6pm for two hours and also plans regular special events.

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

Choices provides specialized services to high-risk females ages 13-18. In particular, the program focuses on teens w ho are vulnerable to sexual assault, prostitution, battery, pornography, and other forms of victimization. Program evaluation measures indicate that Choices decreases the likelihood that young w omen w ill become pregnant w hile teenagers. Teens Like Us (TLU) serves youth ages 13-18 w ho identify as lesbian, gay, bisexual, transgender, or are questioning their sexuality. Participants are often from dysfunctional families and/or low-income families.

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

Group meetings are held at YSOSW's offices at 1955 Atw ood Avenue, Madison, Wisconsin. The location is near East High School, is located on five bus lines, and is near major bike paths.

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

Youth in CHOICES participate in the follow ing: Take Back the Night Rally and March; Women's History Month education unit; and Sexual Assault Aw areness Week Activities. Teens Like Us members participate in the LGBT Pride Parade; plan their ow n prom, attend conferences on activism like the Gay/Straight Alliance Conferences; host movie nights, and learn about suicide prevention. Also, each youth group identifies issues of importance to them and participates in community service projects related to these issues at least tw ice yearly. In addition, some Teens Like Us youth particpate in Top T.E.N. (Teen Education Netw ork) w hich creates and performs educational presentations to schools and community groups. Both youth groups are included in YSOSW brochures, w ebsites, and outreach materials. Finally YSOSW performs outreach using facebook, myspace, youtube, and other social netw orking sites like gay.com.

13. COORDINATION: Describe how you coordinate your service delivery with other community groups or agencies.

Choices formally collaborates w ith the Blackhaw k Girl Scouts Council. Teens Like Us collaborates w ith AIDS Netw ork, the Gay Straight Alliance for Safe Schools, and Diverse & Resilient. Both programs maintain relationships w here appropriate w ith clients' schools.

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

Volunteers provide assistance w ith group facilitation, and help organize and chaperone special events.

15. Number of volunteers utilized in 2010?	40 (est)
Number of volunteer hours utilized in this program in 2010?	500 (est)

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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.

Youth Services of Southern Wisconsin and its Youth Groups Program utilizes various outreach strategies and activities aimed at increasing aw areness of and sensitivity to the diverse needs of at-risk youth including persons w ith limited English proficiency; members of ethnic, cultural, or racial minorities; and lesbian, gay, bisexual, transgender and questioning (LGBTQ) youth. The agency operates an adult supervised youth leadership development group that provides presentations to over 1,500 youth and adults each year on topics such as dating violence, family relationships, accepting differences, and sexual violence. In addition, the agency maintains collaborations w ith the Gay/Straight Alliance for Safe Schools; Family Service, Inc.; local Gay/Straight Alliances w hich are run entirely by high school students; the AIDS Netw ork; the Madison Area Literacy Council; Centro Hispano, Inc.; the Urban League of Greater Madison, Inc.; and United Refugee Services, Inc. These collaborations facilitate outreach to clients served by these organizations, provide opportunities for recruitment of minority staff and volunteers, and help our staff make culturally sensitive referrals to youth and their families. YSOSW has staff that is fluent in Spanish, Hmong, and American Sign Language. When necessary, YSOSW can also take advantage of translation services provided by Centro Hispano or the University of Wisconsin foreign language services.

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

Founded in 1992, Teens Like Us (TLU) is a highly successful support and education group for high-school aged teens (14-19 years). Hundreds of Dane County youth depend on YSOSW's LGBTQ youth groups for their counseling, peer support, social activity, and safe-sex education needs. In fact, nearly 100 youth received services through Teens Like Us last year alone. The group is facilitated by tw o staff people w ho have extensive experience w ith LGBTQ issues, counseling, and HIV/STI prevention. Abra Bankendorf, the group's senior facilitator has been a YSOSW counslor for seven years, and Jesus Carbonell, the program's second facilitator, is certified in the HIV counseling, testing, and referral, and is an experienced group counselor.

Choices w as created in 1987. Three professional staff coordinate the CHOICES Youth Group. Lin Giovanni is the primary staff person responsible for the group – she has been the CHOICES facilitator for more than a decade. A professional educator, Ms. Giovanni is supported by a second facilitator, Martha Lemnus. Ms. Lemnus has a long history of w orking w ith at-risk youth at Family Services, the YWCA, and YSOSW -- Briarpatch. The project is supervised by Jeanne Schneider, Program & Clinical Coordinator. Ms. Schneider has been a supervisor for more than seven years. YSOSW is proud to report that in 2009, nearly all participants in CHOICES show ed an increase in a variety of assets, including self-esteem, personal control, personal safety, and achievement motivation. 80% of participants decreased their truancy and 85% improved their grades.

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

The Youth Groups Program has a staff member certified by the State of Wisconsin in HIV Counseling, Testing, and Referral. Both groups are supervised by an employee w ith a MSFC.

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

Staff Title	FTE	City $	Qualifications
Program & Clinical Coordinator	0.03	Yes	Masters Degree
Program Director	0.02	Yes	Bachelors Degree
Youth Group Specialist	0.8	Yes	Bachelors Degree

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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	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

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?

Youth Services of Southern Wisconsin (YSOSW) allocates shared expenses utilizing a cost allocation plan based on the number of employees within a program.

Once the shared expenses are allocated to each program, all program expenses are then allocated to each grant within the program by the percentage of the grant's income to the program's total income.

23. PROGRAM ACTIVITIES: Describe activities/benchmarks by timeline to illustrate how your program will be implemented.

Activity Benchmark	**Est. Month of Completion**
Hold Youth Group Meetings	Weekly
Complete State HIV Prevention Certification and Program Evaluation	November
Organize and Hold TLU Dances and Events	Four Times Annually
Hold Choices Camping Trip	July
Attend Community and Outreach Events and Conferences	As Needed

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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.

The Youth Groups Program uses the best practices outlined in "Youth Program Quality Assessment Structure" and "Adding Value After School" (CCD OCS Website) for establishing a safe and supportive environment, and providing interaction and engagement. The program also uses the Positive Youth Development practices identified in the "The Impact of After-School Programs That Promote Personal and Social Skills" (CCD OCS Website). YSOSW youth groups use multiple techniques, including structured support groups, individual support, and client advocacy to develop healthy life skills. Participants learn problem-solving techniques that help them make better choices. YSOSW youth groups reduce risk factors and strengthen resiliency factors by improving decision-making skills and by providing support and education around sexuality and other issues. Teens Like Us uses group-based counseling model approved by the Wisconsin Department of Health and Family Services. All youth groups use client assessments patterned after the nationally recognized SEARCH Institute models. Clients attending multiple youth group sessions receive pre and post tests to assess functioning and AODA and STI/HIV risks. All STI/HIV materials are review ed and approved by a CDC panel. Youth participants also aid in program planning and development by identifying needs and planning events and activities. A Licensed Clinical Social Worker oversees all of the counseling services provided by volunteers and staff. Client satisfaction surveys are utilized to solicit feedback from clients regarding the services they receive. This information is used to make improvements in program services. Program goals and objectives are review ed by the agencys Leadership Team annually. All staff participate in the agencys in-service training programs and in on-going supervision and periodic performance review s.

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? 60.0%

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	X

26. HOW IS THIS INFORMATION CURRENTLY COLLECTED?

Data is collected as part of a client assessment performed after attendance at tw o group meetings w ithin a three month period.

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

All services are provided at no cost to clients. For clients w ith transportation issues, the YSOSW can provide bus passes, cab rides, or w ill travel to clients as appropriate.

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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	#	%
TOTAL	139	100%
MALE	29	21%
FEMALE	110	79%
UNKNOWN/OTHER	0	0%

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

PARTICIPANT DESCRIPTOR	#	%
AGE		
<2	0	0%
2 - 5	0	0%
6 - 12	0	0%
13 - 17	126	91%
18 - 29	13	9%
30 - 59	0	0%
60 - 74	0	0%
75 & UP	0	0%
TOTAL AGE	139	100%
RACE		
WHITE/CAUCASIAN	98	71%
BLACK/AFRICAN AMERICAN	20	14%
ASIAN	3	2%
AMERICAN INDIAN/ALASKAN NATIVE	0	0%
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	18	13%
TOTAL RACE	139	100%
ETHNICITY		
HISPANIC OR LATINO	11	8%
NOT HISPANIC OR LATINO	128	92%
TOTAL ETHNICITY	139	100%
PERSONS WITH DISABILITIES	38	27%
RESIDENCY		
CITY OF MADISON	106	76%
DANE COUNTY (NOT IN CITY)	29	21%
OUTSIDE DANE COUNTY	4	3%
TOTAL RESIDENCY	139	100%

ORGANIZATION:	**Youth Services of Southern Wisconsin, Incorporated**
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29. PROGRAM OUTCOMES

Number of unduplicated individual participants served during 2009.	139
Total to be served in 2011.	120

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:	Participants in Youth Groups will increase their knowledge regarding HIV/STI and drug/alcohol abuse prevention.
Performance Indicator(s):	The Number of participants who report 3 or more risk factors for HIV/STI and/or drug/alcohol abuse and also report making healthy choices regarding these issues.

Proposed for 2011:	Total to be considered in perf. measurement	120	Targeted % to meet perf. measures	80%
			Targeted # to meet perf. measure	96
Proposed for 2012:	Total to be considered in perf. measurement	120	Targeted % to meet perf. measures	80%
			Targeted # to meet perf. measure	96

Explain the measurement tools or methods:	Measured by pre-and post- tests based on the State of Wisconsin Behavioral Risk Assessment Tool.

Outcome Objective # 2:	Participants in Youth Groups will demonstrate an increase in developmental assets.
Performance Indicator(s):	Number of participants that identify at least three developmental assets and report an increase in at least two areas of self-esteem.

Proposed for 2011:	Total to be considered in perf. measurement	120	Targeted % to meet perf. measures	70%
			Targeted # to meet perf. measure	84
Proposed for 2012:	Total to be considered in perf. measurement	120	Targeted % to meet perf. measures	70%
			Targeted # to meet perf. measure	84

Explain the measurement tools or methods:	Measured by pre- and post-tests based on the Search Institute’s Developmental Assets Evaluation Tool.

PROPOSAL REVIEW: Individual Staff Review for 2011-2012
For Community Resources Proposals to be Submitted to the
Community Services, Early Childhood and Senior Services Committees

1. **Program Name:** B. Youth Groups

2. **Agency Name: Youth Services of Southern Wisconsin**

3. **Requested Amounts:** **2011:** $7,640
   2012: $7,640 **Prior Year Level:** $7,277

4. **Project Type:** **New** ☐ **Continuing X**

5. **Framework Plan Objective Most Directly Addressed by Proposed by Activity:**

   X I. Youth Priority B.1

6. **Anticipated Accomplishments (Proposed Service Goals)**
   120 at-risk youth will participate in 1,500 hours of services to increase resiliency factors.

7. **To what extent does the proposal meet the Objectives of the <u>Community Development</u> Division, Community Resources <u>Program Goals and Priorities</u> for 2011-2012?**

   Staff Comments: This program clearly meets Program Area V. – Priority B1. Provide culturally and/gender specific programs for vulnerable youth that promote positive youth development.

8. **To what extent does the proposal incorporate an innovative and/or research based <u>program design</u> that will have a positive impact on the need or problem identified?**

   Staff Comments: It is very likely that program design will have a positive impact on the need or problem identified.

9. **To what extent does the proposal include service goals and outcome objectives that are realistic and measurable and are likely to be achieved within the proposed timeline?**

   Staff Comments: Service goals and outcome objectives seem realistic, measurable and likely to be achieved within the timeline.

10. **To what extent do the agency, staff and/or Board <u>experience, qualifications</u>, <u>past performance</u> and <u>capacity</u> indicate probable success of the proposal?**

    Staff Comments: The agency, staff and Board seem to possess the experience and qualifications to indicate probable success. The agency has strong record of positive past performance.

11. **To what extent is the agency's proposed <u>budget reasonable and realistic</u>, able to <u>leverage additional resources</u>, and demonstrate <u>sound fiscal planning</u> and management?**

    Staff Comments: The budget is reasonable and realistic. Other resources are utilized and leveraged. Agency has demonstrated sound fiscal planning and management.

12. **To what extent does the agency's proposal demonstrate efforts and success at securing a diverse array of support, including volunteers, in-kind support and securing partnerships with agencies and community groups?**

Staff Comments: Strong volunteer support and active partnerships.

13. **To what extent does the applicant propose services that are accessible and appropriate to the needs of low income individuals, culturally diverse populations and/or populations with specific language barriers and/or physical or mental disabilities?**

Staff Comments: Services seem very accessible and appropriate for low-income & culturally diverse populations as well as populations w/ language barriers or physical mental disabilities.

Questions: No questions.

14. **Staff Recommendation**

☐ **Not recommended for consideration**

X **Recommend for consideration**

☐ **Recommend with Qualifications**
Suggested Qualifications: