



School-Age Child Programs for 2020: High School Multi-Focus Afterschool and Summer, Weekend and Summer Evenings, and Topical/Skill/Population (TSP) Focused Program

Submit Application to: cddapplications@cityofmadison.com
Deadline: 12:00 pm CST (noon) on **August 5, 2019**

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

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

Please complete Section 1, 2 and/or 3 in this document and the Organizational Overview and Budget document within separate Excel document. Both documents must be submitted for the application to be accepted.

The intent of this application and subsequent contract is for all organizations to present a set of opportunities within the umbrella of one contracted program for each age group, i.e. elementary, middle and high school. Only opportunities that involve both a completely different group of participants for that age group and staff who are not working in the comprehensive multi-focused afterschool and/or summer or evening program, should be considered a stand-alone Topical/Skill/Population (TSP) program with a separate narrative (#1-3).

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

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

Legal Name of Organization:	Mentoring Positives, Inc.	Total Amount Requested for this Age Group:	\$ 25,325
High School Programs applied for (select one or more as applicable):	x Multi-focus School Year Weekend or Summer Evening	Multi-focus Summer Topical/ Skills/Population	
Contact Person	Will Green	Email:	Will.g@mentoringpositives.org
Address:	414 Rethke Avenue	Telephone:	608-819-6200

Contact Us! CDD staff are committed to helping interested groups understand and work through program requirements. Call Mary O'Donnell or Coral Manning at 266-6520.

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

Program Name: Mentoring Positives Leader Academy

Brief Project Description: Mentoring Positives' Leader Academy (MPLA) is a comprehensive mentoring program for youth living on the east side of Madison, particularly in the Darbo/Worthington Park neighborhood, which aims to improve social skills, build positive relationships and increase leadership skills in participants.

Amount Requested: \$25,325

Total Proposed Program Budget: \$36,296

1. PROGRAM DESCRIPTION

- a. Goal Statement: What is the goal of your program and how does it align with the scope of work described in the RFP guidelines?

The goal for Mentoring Positives Leader Academy is to work with at least 20 low-income youth of color to increase their social-emotional assets and build positive competencies that complement in-school learning and development during out-of-school time. Youth will attend evening and occasional weekend programming throughout the year.

- b. Intended Service Population: Describe the intended service population that will be impacted by this project (e.g., location, ages, race/ethnicities, income ranges, English language proficiency, employment barriers if applicable etc.). Please refer to the [Data Tool Kit](#).

Mentoring Positives Leader Academy will recruit and serve high school youth of color who generally live on Madison's east side and attend Madison East and Madison LaFollette High School. According to the "Data Tool Kit" youth in these two east side high schools have the highest rates of being habitually truant, self-report that they cannot get their homework done due to lack of access to anyone to help them, and have the highest rates of economic disadvantage compared to the other Madison high schools. Mentoring Positives has been providing mentoring services to youth in the Darbo/Worthington Park neighborhood for the past 15 years. According to the Madison Neighborhood Indicators, this neighborhood continues to have a disproportionately larger youth population (ages 0-17) and population of residents who are Black/African American. Residents in this neighborhood also are more likely to be families with children, many of which are female headed, thus would benefit from participating in a historically successful structured, positive program. The Mentoring Positives' Leader Academy is able to provide the emotional/relational and educational/homework assistance these youth note that they need.

- c. Recruitment, Engagement, Intake and Assessment: Describe your plan to recruit, engage and address barriers to participation for the identified service population. Explain the intake and assessment procedure you will use for this program.

Because Mentoring Positives has been passionate and dedicated to youth work in the Darbo/Worthington Park neighborhood for many years, we often do not need to recruit youth participants. In fact, we continually receive referrals for youth to participate. Referrals come from the Darbo/Worthington Park Joining Forces for Families social worker, the Madison Police Department Neighborhood Officer, as well as many Dane County Department of Human Services social workers with whom Mentoring Positives has built relationships for 15 years. In addition, youth very often self-refer or invite their friends to accompany them to Mentoring Positives programming. However, Mentoring Positives does recruit and engage youth by being extremely integrated and engaged in the Darbo/Worthington Park neighborhood. Youth that are referred are assessed upon intake and are

required to have their parent/guardian complete an application for their child to participate in Mentoring Positives programming. Youth are assessed with the evidence-based tool, the 40 Developmental Assets, by the Search Institute. In addition, Mentoring Positives is working with the LEAD Center at UW-Madison, specifically LEAD Scientist, Ms. Christine Pribbenow.

- d. **Activities:** Describe your proposed program activities. Include information about key parts of your program that help us understand how you will accomplish your goals. If applicable, describe any evidence, research, proven curriculum or documentation of promising practice that supports the programming or service proposed.

Mentoring Positives Leader Academy participants attend mentoring groups that begin with Mentoring Positives staff facilitating an educational/competency development activity/discussion based on the evidence-based curriculum, the 40 Developmental Assets. This curriculum recognizes that all youth must develop 40 internal and external assets that will help them to become competent and community-minded adults. Youth are required to participate in these activities in order to participate in community field trips, recreational sports, and arts/crafts. An example of these experiences could include visiting the Madison Public Library-Bubbler Program, the local YMCA, sports/recreational sites, local parks, etc.

- e. **Proposed Timeline for Implementation:**

Activity	Estimated Start and Completion Date
Recruit/Intake/Assessment (Pre-test) of youth	Jan-March 2020
Continued mentoring programming	Jan-Dec 2020
Assessment (Post-test) of youth	May-June 2020
Recruit/Intake Assessment (Pre-test) of youth	Aug-Sept 2020
Program assessment with UW-LEAD center	Nov-Dec 2020

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

Mentoring Positives continues to provide the Mentoring Positives Leader Academy throughout the school year.

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

Youth and their families benefit from Mentoring Positives Leader Academy programming as youth participants are encouraged to obtain and maintain positive relationships with their schools, families and communities. The 40 Developmental Assets are utilized as research shows youth need to develop various assets to become well-rounded and contributing adults in our society. These assets include “structured use of time, positive connections with adults, giving back to their communities, a commitment to learning, and developing a strong support system of adults and positive peers”. We believe that developing these assets in youth affects their entire circle of people with whom they associate. The values and dedication it takes to learn to do the right thing, being a kind person, and to do well in their home, school and community ultimate benefits us all.

Mentoring Positives has been an established and engaged partner in the Darbo/Worthington Park neighborhood for 15 years. The residents of the neighborhood, the youths’ parents, and other community leaders and service providers know of MP’s work and are continually supportive. We often

survey and discuss with all these individuals, especially the youth, to determine how we can evolve and continually improve programming for the participants.

- g. Cultural Relevance and Language Access: Please describe how the proposed program will serve non-English speaking youth and/or their families. Describe how the proposed program will be culturally relevant to the population served.

Mentoring Positives has translated all written material for those families that are Spanish speaking. We also have access to interpreters and allies of other non-English speaking families, if needed.

- h. Madison Out-of-School Time (MOST) Effective Practices: Please describe how each of the seven basic elements is addressed by your proposed program design. How will you monitor if the program during implementation to assess continued alignment with the [MOST Effective Practices](#)?

Mentoring Positives Leader Academy program design addresses seven of the basic elements of MOST. We are intentional about our program design in that we have clear, focused goals that are aligned with community and client needs, we offer a variety of activities that ensure the development and skills of the youth, and we are continually incorporating the strengths and interests of the youth to offer them opportunities to take initiative, explore their leadership skills and be creative.

Mentoring Positives staff have supportive relationships with youth as we are dedicated, reliable, and develop trust and consistent positive guidance in our role as Specialized Mentors in our community. We believe that youth can develop the skills to become leaders and have high expectations of participants. In addition, Mentoring Positives consistently partners with our youth participants as we are always respectful and recognize that their contributions and opinions matter. We engage the youth in Mentoring Positives Leader Academy when we informally ask for their feedback on programming and give them options when planning our activities. Youth are encouraged to become peer leaders when participating in our program, showing other youth how to develop their skills to become our future community leaders, whether in their homes, schools, jobs, or neighborhoods.

Mentoring Positives continues to be an organization that creates a safe and inclusive environment for all youth. Over 90% of youth we serve are youth of color. Our staff and board also represent the racial and cultural backgrounds of the youth. Mentoring Positives staff are trained in identifying and implementing a strengths-based approach in working with our youth and to ensure a culture of high expectations.

Mentoring Positives' continued commitment and dedication to Madison's east side youth, specifically the Darbo/Worthington Park neighborhood, is one of the priorities of our agency's strategic plan. We are embedded in the neighborhood and take an active role in continuously engaging the residents. We involve the Mentoring Positives Leader Academy youth participants in handing out flyers, encouraging community involvement in the City of Madison NRT activities and in supporting the other organizations in the Darbo neighborhood. We are always seeking feedback from our community to offer partnerships and programming that is responsive to the needs of the youth and their families.

Mentoring Positives' program remains sustainable as we have offered the Mentoring Positives Leader Academy to youth for many years. We continue to provide free programming for high-risk youth living in the Darbo/Worthington Park neighborhood, with support from the City of Madison funding. In fact, we successfully serve more youth each year, even without additional funding. Mentoring Positives staff understand our mission, have regular and ongoing program and individual oversight. We have developed our "Off the Block" salsa and pizza social enterprise for youth as a way to gain financial

sustainability to support our non-profit work. Mentoring Positives also implements ongoing collection of data and evaluation with assistance from the LEAD center at UW-Madison.

Mentoring Positives provides youth participants an environment that is safe and encourages them to become healthy adults, not only physically, but emotionally, specifically by assisting them in continually improving their relationships with those in their homes, schools and community. Mentoring Positives focuses on the emotional health of youth as we are committed to our evidence-based curriculum where we are developing social-emotional assets in youth. Mentoring Positives has created a culture and environment where youth are not only held accountable, but are seen and heard, and especially, cared about. Our ultimate goal is to create a space where youth feel honored and secure so that they are able to enhance their relationships with others and to grow to become leaders for others. We are also in tune with the many factors that negatively impact youth and their ability to make good decisions thus are supportive of their growth and maturity as they go through life's many hurdles.

Finally, Mentoring Positives will regularly reflect on the seven building blocks of MOST's best practices so that we ensure that youth receive the best programming possible. We believe that our youth deserve this.

2. PROGRAM STRUCTURE AND STAFFING

- a. Anticipated Frequency, Duration and Attendance: Please complete the table below. If you are proposing to provide a high school multi-focused afterschool and/or summer program at more than one location and the program structure is the same for all locations, please list all of the locations in the "Location(s)" cell in the table below. If the program structure varies amongst locations, please complete the rows for "Location #2" and the question following the table for any additional program locations.

High School Multi-Focused	Frequency*	# of Program Hours Per Program Day	Annual Duration**	Adult to Youth Ratio	Anticipated Average Attendance per Program Day
Location(s): Mentoring Positives Clubhouse (414 Rethke Avenue)					
Afterschool	2x a week	2 hours	38 weeks	1:3	10
Summer					
Location #2:					
Afterschool					
Summer					

*Frequency=number of times per week, month, year (i.e. 5 days per week, 2x per month, 4x per year)

**Annual Duration=number of weeks or months annually (i.e. 10 weeks, 6 months)

If applicable, please list any other locations with differences in the program structure as compared to the two high school multi-focused afterschool or summer programs included in the table above.

- b. Total Annual Unduplicated High School-Age Youth: Anticipated unduplicated number of individual high school-age youth across all of the proposed programs: 25 unduplicated high school youth
- c. Program Schedule: If you are proposing to provide a multi-focused afterschool and/or summer program at more than one location and the program schedule is the same for all locations, please list all of the locations in the "Location(s)" cell in Table 1 below. If the program schedules vary amongst locations, please complete Table 2 and the question following the tables.

Table 1

Location(s): Mentoring Positives Clubhouse (414 Rethke Avenue)			
Day	High School Multi-Focused	Start Time	End Time
Mon.	School Year	5pm	7pm
	Summer		
Tues.	School Year	5pm	7pm
	Summer		
Wed.	School Year		
	Summer		
Thur.	School Year		
	Summer		
Fri.	School Year		
	Summer		
Sat.	School Year		
	Summer		
Sun.	School Year		
	Summer		

Table 2

Location #2:			
Day	High School Multi-Focused	Start Time	End Time
Mon.	School Year		

	Summer		
Tues.	School Year		
	Summer		
Wed.	School Year		
	Summer		
Thur.	School Year		
	Summer		
Fri.	School Year		
	Summer		
Sat.	School Year		
	Summer		
Sun.	School Year		
	Summer		

If applicable, please list the third location and any subsequent locations. Include the specific program schedule(s) differences as compared to the two high school multi-focused afterschool or summer programs included in the tables above.

NA

- d. Additional Activities: Do you anticipate providing activities for the multi-focused high school afterschool or summer program that are not included in the table above? Please describe these activities, including location, frequency, hours and duration (i.e. special event, field trips, workshops or meetings).
Mentoring Positives Leader Academy does provide various activities and field trips. These activities include the YMCA of Dane County, the Salvation Army Community Center, local libraries, parks, restaurants, movie-theatres, and colleges/universities.
- e. Program Staffing: Full-Time Equivalent (FTE) – Include employees, AmeriCorps members and Adult Interns with direct program implementation responsibilities. FTE = percentage of 40 hours per week.

*Use one line per individual employee

Position Title*	Qualifications or Required Training	Location	FTE		
			Multi-Focused School Year	Multi – Focused Summer	Other Programs
Executive Director	Bachelors' Degree	Darbo	.15		
Assistant Director/Social Worker	Bachelors' Degree	Darbo	.15		
Specialized Mentor	2+yrs working with youth	Darbo	.11		
Specialized Mentor	2+ yrs working with youth	Darbo	.11		
Specialized Mentor	2+ yrs working with youth	Darbo	.11		
Off the Block Manager	Food business experience	Darbo	.02		
		Total:			

- f. Volunteers: If volunteers will have direct contact with program participants, how are they vetted, trained and supervised?

Mentoring Positives' trains all volunteers prior to them working directly with program participants. Volunteers are generally only utilized through the Morgridge Center for Public Service, called "Badger Volunteers". These UW-Madison students receive training through the Morgridge Center and with Mentoring Positives staff. Volunteers' training topics include mandated reporting, trauma-informed care, and working with high-risk youth and adolescents of color.

3. COLLABORATION, COORDINATION AND RESOURCE LINKAGE

- a. **Collaboration:** Please complete the table below and respond to the narrative questions regarding program collaboration with community partners.

Partner Organization	Role & Responsibilities	Contact Person	Signed MOU (Yes/No)?
The Salvation Army of Dane County	Provides gym, classroom, computer lab and kitchen space	Chris Casey, Community Center Director	In progress
Morgridge Center for Public Service	Provides weekly volunteers	Varies each semester	No
Joining Forces for Families Darbo Team	Provides monthly community meetings/referrals, continual consultation & collaboration	Andrea Erickson	No
Edgewood College-Sustainability Leadership Program	Provides consultation and collaboration for parental and Darbo neighborhood community engagement	Carrie Vanderford-Sanders	No

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

How do these partnerships enhance this proposal?

Mentoring Positives' has been very invested in the Darbo/Worthington Park neighborhood for 15 years. We genuinely care about this neighborhood and the residents. We have dedicated a lot of time and commitment to not only providing positive programming for youth, but to continually engage the residents and families. We have encouraged their participation in community gatherings, Neighborhood Resource Team (NRT) meetings and events, etc. We have actively worked with the JFF social worker, the Salvation Army, the NRT team, the Neighborhood Police Officer, and even the East Pointe Apartment managers to continually contribute to creating a better community. According to the FCI's Funding Process Study, under the "Vibrant Community through Deepening Social Capital and Neighborhood Assets," it states that in Focus #3, that it is important to "enhance neighborhood stability and community cohesion". Mentoring Positives has done this year after year. We have provided "Family Fun Nights" during the summer evening hours to encourage positive family programming in Worthington Park. We have collaborated with other Darbo agencies to put on the annual block party, and have started our own summer "Peace Walk" in the fall to encourage residents to walk with each other to kick off the beginning of each school year. These partnerships have allowed us continued access to the Darbo/Worthington Park residents, use of the gym, computer lab and classroom space, (thus making it extremely accessible to youth who live in the area) and makes the proposal a collaborative effort.

What are the decision-making agreements with each partner?

Collaboration and continued communication is key. MOU's may be utilized but Mentoring Positives often thoroughly discusses what role each partner has and is committed to the shared goals of these partnerships.

- b. **Resource Linkage and Coordination:** What resources are provided to participants and their families by your proposed program? How does the program coordinate and link families and participants to these resources?

Again, because Mentoring Positives has been a part of the Darbo/Worthington Park neighborhood for 15 years, we have developed a positive rapport with other service providers and organizations, as well as the mutual respect of the neighborhood residents and families. Mentoring Positives staff have worked in the juvenile justice system, the Madison Metro school district, the Dane County Foster Care system, and the mental health system for many years. We are aware and knowledgeable of the many resources in the community and have continued to refer others to the many wonderful resources we have in Madison. Mentoring Positives collaborates with the Darbo/Worthington Park JFF Social Worker and Neighborhood Police Officer, thus shared information and referral assistance is on-going and continuous.

4. DATA USE, MANAGEMENT AND MEASURES OF SUCCESS

- a. Please identify the Community Indicator(s) of Success for School-Age Children and Youth, from the RFP Guidelines, that is addressed by your proposed program:

Mentoring Positives plans to focus on “increase in proportion of low-income children and youth, and children and youth of color who exhibit developmentally-appropriate social, emotional and academic skills”.

- b. Did the Data Tool Kit or other sources of data affect your program design, recruitment strategies, and choice of outcomes objectives? If yes, how?
 No

- c. Please identify at least one Program Outcome for your proposed program(s), from the RFP Guidelines 1.4, that you will track and measure. Complete the table(s) below.

High School Program Outcome (select one or more program types as applicable): x Multi-focus School Year Multi-focus Summer				
Outcome Objective #1	All youth will gain social-emotional assets while participating in Mentoring Positives Leader Academy programming.			
Performance Standard	Targeted Percent	100%	Targeted Number	25
Measurement Tool(s) and Comments: Search Institute’s 40 Developmental Assets Pre and Post tests				
High School Program Outcome (select one or more program types as applicable): x Multi-focus School Year Multi-focus Summer				
Outcome Objective # 2	Mentoring Positives Leader Academy youth will identify a career and academic goal.			
Performance Standard	Targeted Percent	100%	Targeted Number	25
Measurement Tool(s) and Comments:				

Mentoring Positives staff will develop curriculum assisting youth in identifying measurable goals and how to set steps to successfully obtain their goals

High School Program Outcome (select one or more program types as applicable): x Multi-focus School Year Multi-focus Summer			
Outcome Objective # 3	Mentoring Positives Leader Academy youth will practice their leadership skills by becoming a peer leader (at least 3 hours a year) or participating in at least 3 hours (a year) of community engagement work in the Darbo/Worthington Park neighborhood.		
Performance Standard	Targeted Percent	80%	Targeted Number 20
Measurement Tool(s) and Comments: Mentoring Positives' staff will document hours youth have practiced their leadership skills.			

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

Mentoring Positives staff will track youth attendance, hours, dates, etc. for all participants.

- d. What data tracking systems are in place or will be in place to capture the information needed to document demographics, program activities, outcome measures and expenses? Describe how client confidentiality and contract compliance with data and documentation will be maintained. Mentoring Positives has their own database, developed by the Scientist at UW's LEAD center. Mentoring Positives staff are dedicated to maintaining client confidentiality along with program activities, outcome measures and expenses. Mentoring Positives management staff plan to maintain data with the assistance of the LEAD center and Mentoring Positives Specialized Mentoring staff.

SECTION 5: DISCLOSURES

If applicable, please include the following:

Disclosure of Conflict of Interest

Disclose any potential conflict of interest due to any other clients, contracts, or property interests, e.g. direct connections to other funders, City funders, or potentially funded organizations, or with the City of Madison.

NA

Disclosure of Contract Failures, Litigations

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

NA

SECTION 6. BUDGET

The budget should be submitted with the proposal using the template provided in an Excel document or a PDF. There are five tabs within the Excel spreadsheet: Cover Page, Organization Overview and one sheet for the Program Budget for each age group. The Cover Page, Organizations Overview and relevant Program Budgets must be submitted with this document for a proposal to be complete.

The budget template can be found on the CDD Other Funding Opportunities webpage:

<https://www.cityofmadison.com/dpced/communitydevelopment/funding/other-funding-opportunities/477/>



APPLICATION FOR 2020 SCHOOL-AGE CHILD AND YOUTH PROGRAMS

1. ORGANIZATION CONTACT INFORMATION

Legal Name of Organization	Mentoring Positives, Inc.	
Mailing Address	P.O. Box 14567	
Telephone	608-819-6200	
FAX	08-819-6201	
Director	Will Green	
Email Address	will.g@mentoringpositives.org	
Additional Contact	Becky Green	
Email Address	becky.g@mentoringpositives.org	
Legal Status	Private: Non-Profit	
Federal EIN:	27-2347080	

2. PROPOSED PROGRAMS

Program Type	2020 Request		Program Name
	Letter	New?	
Elementary Programs	A	\$0	Elementary School Program
Contact:		Phone:	Email:
Middle School Programs	B	\$0	Middle School Youth Program
Contact:		Phone:	Email:
High School Programs	C	\$25,325	Mentoring Positives' Leader Academy
Contact: Becky Green		Phone: 608-819-6200	Email: becky.g@mentoringpositives.org
TOTAL REQUEST		\$25,325	

DEFINITION OF ACCOUNT CATEGORIES:

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

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

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

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

3. SIGNATURE PAGE

AFFIRMATIVE ACTION

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

CITY OF MADISON CONTRACTS

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

INSURANCE

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

4. SIGNATURE

Enter name:

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

DATE

INITIALS:

ORGANIZATION: **Mentoring Positives, Inc.**

ORGANIZATIONAL PROFILE

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

Mentoring Positives, Inc.(MP) was founded in 2004 and has been a consistent presence in the Darbo/Worthington Park neighborhood, on Madison's far east side for 15 years. (MP) began after founder, Will Green, lost his mother, Muriel Pipkins, to breast cancer, at the age of 46, and he used her initials to start Mentoring Positives. MP is a referral-based mentoring program for youth who's mission is to build strong, trusting relationships, positive attitudes, and life skills in youth through mentoring and social entrepreneurship.

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

Mentoring Positives' founder/Executive Director, Will Green has been working with high-risk youth, of color for almost 30 years. In addition, Will's wife, Assistant Director/Social Worker, Becky Green has also been working with delinquent youth and youth with mental illness for the same amount of time. Will and Becky have been licensed Dane County Foster Parents, have worked in the juvenile justice system, in the Madison Metro School District, and for the last 15 years, have led Mentoring Positives. MP has other qualified staff, called Specialized Mentors, who engage with youth and have a dedication, commitment and love to help our community's youth. Current MP programs include the MP Leader Academy (since 2013), MP's School-Based Mentoring at Madison LaFollette High School (since 2019), and MP's youth entrepreneur program, "Off the Block" Enterprises (since 2009).

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

MP's is currently completing strategic planning with a consultant from UW Extension. No other significant changes are anticipated.

4. COMMUNITY ENGAGEMENT:

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

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

Mentoring Positives has a continued and committed relationship with the direct community, specifically in the Darbo/Worthington Park Neighborhood. MP has lead numerous family-orientated activities, provided community support and engagement with other agencies working in the neighborhood, (ie: the Salvation Army Community Center, the Madison Police Department, East Poiinte Apartments, Dane County Department of Human Services' Joining Forces for Families team, the City of Madison's Neighborhood Resource Team, and our Alder, Marsha Rummel). We often solicit feedback and continually develop collaborations and support from parents, youth participants, community leaders, and other Madison residents by the way of surveys, informal conversations, formal meetings and MOU's, taking part in various committees and boards, and by hosting and attending special events, community meetings, and fundraisers. These efforts continually improve our services as we are a smaller agency that can often meet the changing needs of our community. We have created a culture at MP that often asks for feedback, is willing to be adaptable, and can pilot various initiatives due to the support of other organizations and agencies with whom we work. We have a lot of support from UW Extension, UW-Madison's Morgridge Center for Public Service, Edgewood College's Sustainability Leadership Program, the East Isthmus Neighborhood Planning Council, FEED Kitchens, UW Lawyers/Entrepreneur's Clinic and others.

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

How does the use of this data improve your your services?

MP has been a part of the Darbo/Worthington Park Neighborhood for 15 years, thus have taken an active role in participating in the City of Madison's neighborhood plans, have hosted and lead numerous efforts to involve the residents, especially residents of color, who may not attend community gatherings to provide input to the neighborhood's development. We have used data from the City's DataTool Kit, data from our own engagement with the neighborhood, with pre and post surveys with youth, relating to the evidence-based curriculum we use with our programming, and have a partnership with UW's LEAD Center, to gather internal data about the youth, their families and their participation in MP programs. This data improves our services in that we are "in tune" with the many needs, strengths and resources in which our consituents find important to them.

6. BOARD-VOLUNTEER DEMOGRAPHICS

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

DESCRIPTOR	BOARD		VOLUNTEER		MADISON*		
	Number	Percent	Number	Percent	GENERAL Percent	POVERTY Percent	R/POV** Percent
	TOTAL	6	100%	4	100%		
GENDER							
MALE	1	17%	2	50%			
FEMALE	5	83%	2	50%			
UNKNOWN/OTHER	0	0%	0	0%			
TOTAL GENDER	6	100%	4	100%			
AGE							
LESS THAN 18 YRS	0	0%	0	0%			
18-59 YRS	3	50%	4	100%			
60 AND OLDER	3	50%	0	0%			
TOTAL AGE	6	100%	4	100%			
RACE							
WHITE/CAUCASIAN	2	33%	3	75%	80%	67%	16%
BLACK/AFRICAN AMERICAN	3	50%	0	0%	7%	15%	39%
ASIAN	0	0%	0	0%	8%	11%	28%
AMERICAN INDIAN/ALASKAN NATIVE	1	17%	0	0%	<1%	<1%	32%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	0	0%	0	0%	0%	0%	0%
MULTI-RACIAL	0	0%	1	25%	3%	4%	26%
BALANCE/OTHER	0	0%	0	0%	1%	2%	28%
TOTAL RACE	6	100%	4	100%			
ETHNICITY							
HISPANIC OR LATINO	0	0%	0	0%	7%	9%	26%
NOT HISPANIC OR LATINO	6	100%	4	100%	93%	81%	74%
TOTAL ETHNICITY	6	100%	4	100%			
PERSONS WITH DISABILITIES	0	0%	0	0%			

*REPORTED MADISON RACE AND ETHNICITY PERCENTAGES ARE BASED ON 2009-2013 AMERICAN COMMUNITY SURVEY FIGURES.

AS SUCH, PERCENTAGES REPORTED ARE ESTIMATES. See Instructions for explanations of these categories.

**R/POV=Percent of racial group living below the poverty line.

7. Does the board composition and volunteer pool of your agency represent the racial and cultural diversity of the residents you serve? If not, what is your plan to address this?

MP serves a majority of males of color and our board and volunteer pool do not represent this. We intend to continually engage with more diverse adults who have interest and availability to potentially volunteer with us and/or serve on our board. If funding continues to support our work, MP Founder/Executive Director and Assistant Director may be able to focus on recruitment of volunteers and board members.

8. ORGANIZATION REVENUE DETAILED BY PROPOSED PROGRAM

REVENUE SOURCE	2020 PROPOSED	2020 PROPOSED PROGRAMS			OTHER PROGRAMS
		A	B	C	
DANE CO HUMAN SVCS	10,971	0	0	10,971	
DANE CO CDBG	0	0	0	0	
MADISON-CDD	25,325	0	0	25,325	
UNITED WAY ALLOC	0	0	0	0	
UNITED WAY DESIG	0	0	0	0	
OTHER GOVT	0	0	0	0	
FUNDRAISING DONATIONS	0	0	0	0	
USER FEES	0	0	0	0	
OTHER	0	0	0	0	
TOTAL REVENUE	36,296	0	0	36,296	0

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

Include any other relevant information about revenue and expenses.

Fundraising/donations consists of our Annual Fundraiser, direct donations from our website, mailings, etc. from the community at large, and numerous private foundations who fund Mentoring Positives' programs. In addition, Mentoring Positives' youth entrepreneur program, "Off the Block" Enterprises sells its award-winning salsa at various stores throughout Madison, which raises money for some program costs.

10. PERSONNEL DATA: Personnel Schedule

Indicate the number of 2020 Proposed Full-Time Equivalents (FTEs) in each staff position, across all agency programs.
 Indicate the total salaries for all FTEs in that staff position. Do NOT include payroll taxes or benefits in this table.
 Indicate base hourly wage for each position.

Staff Position/Category	2020		2020 PROPOSED FTEs BY PROGRAM				
	Proposed FTE	Proposed Salary	Hourly Wage	Elem FTE	Middle FTE	High FTE	Other FTE
Principle Mentor	0.15	\$58,240	\$28.00	0.00	0.00	0.15	0.00
Senior Mentor	0.15	\$46,592	\$22.40	0.00	0.00	0.15	0.00
OTB Manager	0.02	\$45,000	\$21.63	0.00	0.00	0.02	0.00
Specialized Mentor	0.11	\$37,440	\$18.00	0.00	0.00	0.11	0.00
Specialized Mentor	0.11	\$37,440	\$18.00	0.00	0.00	0.11	0.00
OTB Asst Manager	0.11	\$31,200	\$15.00	0.00	0.00	0.11	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
	0.00	\$0	\$0.00	0.00	0.00	0.00	0.00
TOTAL FTEs	0.65			0.00	0.00	0.65	0.00

11. AGENCY GOVERNING BODY

How many Board meetings were held in 2018?	12
How many Board meetings has your governing body or Board of Directors scheduled for 2019?	12
How many Board seats are indicated in your agency by-laws?	9-May

List your current Board of Directors or your agency's governing body.

Name	Lucy Gibson			
Home Address	1610 Angel Crest Way Madison, WI 53716			
Occupation	Retired			
Representing				
Term of Office	2 years	From:	01/2019	To: 01/2021
Name	Alan Chancellor			
Home Address	Thompson Drive Madison, WI			
Occupation	Dane County Department of Human Services			
Representing				
Term of Office	2 years	From:	01/2019	To: 01/2021
Name	John Lubarsky			
Home Address	2509 Norwood Place Madison, WI			
Occupation	Retired- State Public Defender's Office			
Representing				
Term of Office	2 years	From:	01/2019	To: 01/2021
Name	Danielle Yancey			
Home Address	811 Walnut Street Verona, WI 53593			
Occupation	UW Health			
Representing				
Term of Office	2 years	From:	01/2019	To: 01/2021
Name	Taqwanya Smith			
Home Address	4802 Sheboygan Avenue Madison, WI			
Occupation	State of Wisconsin			
Representing				
Term of Office	2 years	From:	01/2019	To: 01/2021
Name	Barbara Franks			
Home Address	Waunakee, WI			
Occupation	Dane County District Attorney's Office			
Representing				
Term of Office		From:	mm/yyyy	To: mm/yyyy
Name				
Home Address				
Occupation				
Representing				
Term of Office		From:	mm/yyyy	To: mm/yyyy
Name				
Home Address				
Occupation				
Representing				
Term of Office		From:	mm/yyyy	To: mm/yyyy

ORGANIZATION:	Mentoring Positives, Inc.	REQUESTED AMOUNT:
PROGRAM:	High School Programs	25,325

1. Total unduplicated number of individual high school-age youth across all of your proposed programs:	40
What is your best estimate for the percentage of your program population who qualify for free or reduced school lunch?	95%

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

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

DESCRIPTOR	PART #	PART %	STAFF #	STAFF %
RACE				
WHITE/CAUCASIAN	1	2%	1	25%
BLACK/AFRICAN AMERICAN	35	70%	3	75%
ASIAN	0	0%	0	0%
AMERICAN INDIAN/ALASKAN NATIVE	0	0%	0	0%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	0	0%	0	0%
MULTI-RACIAL	14	28%	0	0%
BALANCE/OTHER	0	0%	0	0%
TOTAL RACE	50	100%	4	100%
ETHNICITY				
HISPANIC OR LATINO	0	0%	0	0%
NOT HISPANIC OR LATINO	50	100%	4	100%
TOTAL ETHNICITY	50	100%	4	100%
AGE				
<2	0	0%		
2 - 5	0	0%		
6 - 12	7	14%		
13 - 17	40	80%		
18 - 29	3	6%		
30 - 59	0	0%		
60 - 74	0	0%		
75 & UP	0	0%		
TOTAL AGE	50	100%		
PERSONS WITH DISABILITIES	0	0%		
RESIDENCY				
CITY OF MADISON	50	100%		
DANE COUNTY (NOT IN CITY)	0	0%		
OUTSIDE DANE COUNTY	0	0%		
TOTAL RESIDENCY	50	100%		
TOTAL	50	100%		
MALE	31	62%		
FEMALE	19	38%		
UNKNOWN/OTHER	0	0%		

ORGANIZATION:

Mentoring Positives, Inc.

PROGRAM:

High School Programs

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

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

Mentoring Positives' youth participants are mostly male youth of color. We work directly in Madison's Darbo/Worthington Park neighborhood where a majority of families are of color, are low-income and do qualify for free and reduced lunch.

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

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

Mentoring Positives' staff are currently a majority of men of color, as is the racial and cultural diversity of our participants.

ORGANIZATION:	Mentoring Positives, Inc.
PROGRAM:	High School Programs

PROGRAM BUDGET

5. 2019 BUDGET

REVENUE SOURCE	SOURCE TOTAL	ACCOUNT CATEGORY			
		PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
DANE CO HUMAN SVCS	12,370	9,906	2,024	440	0
DANE CO CDBG	0				
MADISON-CDD	12,643	11,889	754	0	0
UNITED WAY ALLOC	0				
UNITED WAY DESIG	0				
OTHER GOVT	0				
FUNDRAISING DONATIONS	13,755	13,755			
USER FEES	0				
OTHER	0				
TOTAL REVENUE	38,768	35,550	2,778	440	0

6. 2020 PROPOSED BUDGET

REVENUE SOURCE	SOURCE TOTAL	PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
DANE CO HUMAN SVCS	10,971	6,331	4,640		
DANE CO CDBG	0				
MADISON-CDD	25,325	25,325			
UNITED WAY ALLOC	0				
UNITED WAY DESIG	0				
OTHER GOVT*	0				
FUNDRAISING DONATIONS	0				
USER FEES	0				
OTHER**	0				
TOTAL REVENUE	36,296	31,656	4,640	0	0

*OTHER GOVT 2019

Source	Amount	Terms
	0	
	0	
	0	
	0	
	0	
TOTAL	0	

**OTHER 2020

Source	Amount	Terms
	0	
	0	
	0	
	0	
	0	
TOTAL	0	

ORGANIZATION:

Mentoring Positives, Inc.

PROGRAM:

High School Programs

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

3000 characters (with spaces)