

CSC, COA and ECCEC PROPOSAL REVIEW CRITERIA: Individual Rating Sheet for 2013-14 Funding

Agency/Program: _____

Scorer's Initials: _____

This sheet should be completed for each proposal. All rating sheets are due to the Community Development Division on or before the due date indicated on the cover letter. After reading each proposal, please review and rate each proposal on the following criteria and write your questions, if any, below.

A.	To what extent does this proposal meet the statement of <u>goals and objectives</u> ?	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19										
		Does not meet goals or objectives										Meets goals and objectives																			
B.	To what extent does proposal articulate documented <u>Needs</u> ?	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19										
		Needs are not mentioned										Documentation is vague										Needs are clearly stated									
C.	To what extent does this proposal give evidence of <u>sound fiscal planning and realistic budgeting</u> ?	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17												
		Project has a high administrative and/or unit/person cost or optimistic revenue projections										Describes realistic revenues, cost effective expenses																			
D.	To what extent does the program outcome describe its <u>quality</u> ?	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15														
		Program quality is not mentioned										Program quality clearly described and meets industry standards																			
E.	To what extent does the agency demonstrate <u>skills and experiences</u> to provide a successful program?	0	1	2	3	4	5	6	7	8	9	10	11	12																	
		History of poor follow-through, services, administration, or falls short of contract goals										History of providing quality services without waste, consistently meeting goals																			
F.	To what extent does the <u>Board</u> appear to be <u>adequate for its responsibilities</u> ?	0	1	2	3	4	5	6	7	8	9	10	11																		
		Board lacks experience or skills in critical areas										Board appears to be representative and includes a variety of experience and skill																			
G.	Does the agency and program describe a history or <u>ability to develop funds</u> .	0	1	2	3	4	5	6	7																						
		Proposal does not mention ability to raise funds										Proposal describes previous successful efforts and plans to leverage additional funds.																			

TOTAL: _____ of 100

Committee Member questions (if any) for agency response:

CDD 2013-14 Application Q and A

Agency Name:	Canopy Center	
Program Name:	Stressline, Outreach, Prev Ed	
Committee:	<input type="checkbox"/> Early Childhood Care and Education Committee <input type="checkbox"/> Committee on Aging <input checked="" type="checkbox"/> Community Services Committee <input type="checkbox"/> Community Development Block Grant Committee <input type="checkbox"/> Conference Committee	
Program Area:	Domestic Violence, Sexual Assault, Crisis Intervention	
Priority:	B1	
Committee Question 1:		
Why is the age of the participants reported, but not the gender?		
Agency Answer 1:	Agency staff providing Answer 1:	Donna Fox
Fictitious age figures were given just to make the spreadsheet work properly, otherwise it left us with an error message. I tried to explain that in the answer to number 17 so this wouldn't be misleading in any way, so I apologize for any confusion. I simply split the calls in half (or thereabouts) between the two age categories most typical for adults who are parenting.		
Committee Question 2:		
Because the program is available to all Dane County residents, have you applied for County funding?		
Agency Answer 2:	Agency staff providing Answer 2:	Donna Fox
The County issues request for proposals for specific programming they are mandated to provide. To date an RFP has not been issued that would cover the services provided by the Parent Stressline (that I am aware of). At the City's request we ask callers if they live in the City of Madison and our responses show a full 80% are City of Madison residents.		
Committee Question 3:		
Please provide more detail regarding the request for \$10,000 additional in operating costs.		
Agency Answer 3:	Agency staff providing Answer 3:	Donna Fox
In an effort to broaden the use of the line to non-English speaking residents, the agency has contracted with a language line which would allow us to market the line to all community residents regardless of what language they speak. However, this service comes at a cost of \$1.50 per minute which is not covered within our current funding. In addition, we would need to more fully market the line to all residents and explain how to use the service in multiple languages. All of this costs more than is currently available with existing resources. Last year the Parent Stressline lost \$10,000 in revenue from the City and we have worked hard to try to keep the line functional and reduce costs through increased use of volunteers and a reduction in operating hours (which decreased the number of hours paid staff take the line), but there is simply no more give in this budget to add the language line and widely market it when we know that we won't be able to cover the increased costs.		

CDD 2013-14 Application Q and A

Agency Name:	Center for Families
Program Name:	Respite/Crisis Care
Committee:	<input type="checkbox"/> Early Childhood Care and Education Committee <input type="checkbox"/> Committee on Aging <input checked="" type="checkbox"/> Community Services Committee <input type="checkbox"/> Community Development Block Grant Committee <input type="checkbox"/> Conference Committee
Program Area:	Domestic Violence, Sexual Assault, Crisis Intervention
Priority:	A2
Committee Question 1:	
Do you have any plans to expand racial diversity of your Board?	
Agency Answer 1:	Agency staff providing Answer 1:
<p>Yes, It is a high priority. When we merged we formed a transitional board appointing members from the merged agency boards. The terms were set up to turn three members over every year for three years so that by the end of 2014 we will have a brand new board with no one with only ties to a former agency. We started with 10 board members, the by-laws allow 13 so that we could increase our diversity if the possibility arose. We have retired three board members and have brought on two, one of whom is culturally Hispanic. We have an african american woman interested in being on the board and we will be adding her as soon as we finish our nomination and orientation process.</p>	
Committee Question 2:	
Please provide data regarding hourly wages for personnel.	
Agency Answer 2:	Agency staff providing Answer 2:
<p>Everyone at Center for Families earns at least the living wage rate prequired by the city of Madison. Child Care Specialist starting wage is the lowest at whatever the living wage is determined by the City of Madison. In the Respite program the wage rate increases every two years until at 6 years the child care specialist is earning \$16.66 in 2011. We give COLA increases to the base wages every year. Seven out of eleven child care specialist staff earn the highest rate of pay Social work staff need masters degrees and start at 16.00/hr and they have the same growth rate and ends at \$24.00/hr. Our social work staff longevity is 10 years to 25 years.</p>	
Committee Question 3:	
Does the Board make monetary or time contributions? Does the Board assist with Fund development?	
Agency Answer 3:	Agency staff providing Answer 3:
<p>All of the Board contribute monetarily (as they are able) and they are expected to contribute to agency development. It is explicitly stated in the Board Job description that there are fundraising expectations. There are three members of the board on the development committee and development at Family Centers is one of three strategic issues that board has decided to take on during the next two years.</p>	

CDD 2013-14 Application Q and A

Agency Name:	DAIS	
Program Name:	Shelter and Support	
Committee:	<input type="checkbox"/> Early Childhood Care and Education Committee <input type="checkbox"/> Committee on Aging <input checked="" type="checkbox"/> Community Services Committee <input type="checkbox"/> Community Development Block Grant Committee <input type="checkbox"/> Conference Committee	
Program Area:	Domestic Violence, Sexual Assault, Crisis Intervention	
Priority:	A1	
Committee Question 1:		
Will the proposed expansion have an effect on programming other than shelter? Will any programs be discontinued or added?		
Agency Answer 1:	Agency staff providing Answer 1:	Shannon Barry
<p>Our current shelter is the smallest emergency domestic violence shelter in the entire state of Wisconsin. There is one emergency domestic violence shelter bed per 19,300 people in Dane County. The state average is 1 bed/7,500 people. In fact, our shelter is the same size as the shelter in Shawano County which has a population that is one-tenth the population of Dane County. This fact could explain the 643% increase in the number of nights that DAIS had to waitlist people with high safety needs for our emergency shelter between 2010 and 2011.</p> <p>The shelter is, obviously, only one of our seven core programs. We anticipate that all DAIS programs will grow in the future facility and the building design accounts for this growth. The program coordinators have been working on program expansion plans which provide for planned and meaningful growth and which have informed our pro-formas.</p> <p>We currently have a lot of requests for additional programming such as re-instating and expanding the Law Enforcement Advocate Partnership (L.E.A.P.) Program with the Madison Police Department, and adding support groups for concerned friends and family members of victims. We continue to search for funding to add these new programs as we do not have the capacity to add new initiatives without funding.</p> <p>We do not anticipate discontinuing any program as all programs have seen an increase in demand in the past few years. We anticipate that demand will only continue to grow.</p>		
Committee Question 2:		
Given the economic climate, do you see a drop in fundraising from State Employees SECC Campaign? Direct Mail?		
Agency Answer 2:	Agency staff providing Answer 2:	Shannon Barry
<p>In terms of the SECC Campaign, that is difficult to predict as it is always difficult to predict how external factors will influence donor decision making. Over the past several years, DAIS has seen an increase in support from individual donors despite a significant economic recession.</p> <p>DAIS conducts its largest direct mail effort at the end of the calendar/fiscal year by sending out an annual appeal. Since 2009, DAIS has seen an increase in the number of donations that are received</p>		

in response to this appeal. However, it should be noted that DAIS has also been strategically working on building our donor database and has a larger pool of donors now than it did a few years ago. Direct mail is only one part of our overall fundraising plan and generates a relatively small portion of our revenue compared with other development strategies. DAIS has spent the last couple of years focusing on improving our major gift strategies and awareness efforts in anticipation of our capital campaign.

Committee Question 3:

How are transgender clients served? Shelter vs Hotel

Agency Answer 3:

Agency staff providing Answer 3:

Shannon Barry

Transgender clients who identify as female are served in the on-site shelter. Transgender clients who identify as male are served through the use of hotel vouchers. This has been our protocol for many years and was informed by advocates in the LGBTQ community as well as former volunteers who identify as transgender.

Committee Question 4:

How do Board members contribute? Will the board be expanding?

Agency Answer 4:

Agency staff providing Answer 4:

Shannon Barry

We have 100% participation in our annual fund by board members and anticipate 100% participation in the capital campaign fund. (We recently added a few new board members who have indicated their intent to contribute to the Capital Campaign. All board members as of December 31, 2011 had made a gift or pledge to the Capital Campaign.) In addition, our board members are extremely active as ambassadors for the organization. Every board member also serves on at least one committee.

Our by-laws state that we must have a minimum of three board members and a maximum of 15. We currently have 11 seats filled and are strategically recruiting more members. (Our current membership includes three men and eight women. One of our board members identifies as Hispanic/Latina. We also have three board members who identify as women of color.) In recent years, the board has done a great deal of work on board development and those efforts are evidenced by the strong, active and committed board we currently have.

Our board of directors will likely continue to have a maximum of 15 seats.

Committee Question 5:

Who is conducting the Capital Campaign? Has United Way, Madison Community Foundation, CUNA Mutual and MG&E been contacted, and are any of them part of the campaign? Who are the main sponsors? Will the Capital Campaign Coordinator be needed in 2013 and 2014?

Agency Answer 5:

Agency staff providing Answer 5:

Shannon Barry

DAIS is conducting the Capital Campaign. Our Campaign team includes DAIS staff as well as board members and community volunteers. In late 2010 and early 2011, we went through the very lengthy and intensive "Capital Funds Committee" process coordinated by the United Way, Madison Community Foundation, City of Madison Chamber of Commerce and Dane County, and were enthusiastically approved to conduct our campaign. Steve Goldberg of CUNA Mutual is the Chair of the Capital Funds Committee and has been a strong supporter of this campaign. In addition, CUNA Mutual made one of the first gifts to the campaign. Conversations with other Dane County businesses about how they wish to support the campaign are currently happening and there has been a great deal of interest and enthusiasm for the project.

The Capital Campaign Coordinator position will end at the conclusion of the Capital Campaign. This position will likely continue through 2013 and a portion of 2014.

I am certainly happy to present to the Community Services Committee about our expansion plans later this fall after you have completed the funding process and to discuss the Capital Campaign further at that time.

Committee Question 6:

What are your general plans, if any, to modify the goals and measurements as you get closer to the new facility? How many more participants will be served in 2014?

Agency Answer 6:

Agency staff providing Answer 6:

Shannon Barry

It is difficult to predict exactly how many more people will be served in our new facility. Currently we have waitlists for our 25-bed shelter of up to 50 people a night so it is highly likely that the 56 beds we have planned for in our future facility will be utilized very regularly and fairly immediately upon opening the doors to the new facility. In addition our new facility will be a disclosed (i.e. known) location. We have not operated a disclosed facility before and are trying to anticipate how many more people will utilize our services as "drop-in" clients. Our program expansion plans have begun to address how our operations will be modified in anticipation of that and we are working closely with other domestic violence shelters around the state of Wisconsin who went from "confidential" to public facilities to try to learn from them what differences they saw when that change was made. It is hard to specify all of our new operations exactly until we are in the new building.

Our goals and measurements are based on the recommended federal outcome standards for domestic violence programs which are based in best practice research and to which all domestic violence programs who receive federal funding are expected to adhere. These goals and outcomes will likely not change significantly though we anticipate the numbers of those we serve will expand.

Committee Question 7:

Outcome assessments need more specificity. What ways were learned to increase safety? Don't ask if "learned more," ask which community services? Are there some that are of central importance? Did they learn about them?

Agency Answer 7:

Agency staff providing Answer 7:

Shannon Barry

The outcomes used by DAIS are taken directly from the recommended federal outcomes for all domestic violence programs which require that programs such as those operated by DAIS take into consideration that every victim's safety needs are unique.

DAIS conducts a needs assessment with each adult victim that enters the shelter. During the needs assessment an advocate works with the victim to identify that individual victim's short and long term goals to assist with safety. The results of the assessment, and the community resource referrals that the advocate then provides, are tailored based on each individual's unique situation and may include resources to assist with employment, housing, health care, child care, education, or relocation. The referrals provided are individualized rather than being "one size fits all" because the shelter residents have varying and unique needs.

Questions for Additional Programs by the same agency

Program Name:

Children of Violent Homes

Program Area:

Domestic Violence, Sexual Assault, Crisis Intervention

Priority:	A1	
Committee Question 1:		
Are you confident that the kids who are not white or black are being served adequately elsewhere in the community?		
Agency Answer 1:	Agency staff providing Answer 1:	Shannon Barry
<p>DAIS only serves children who have a parent utilizing services. In addition, there are many parents utilizing our services who do not bring their children to DAIS for services for a myriad of reasons including, but not limited to: not wanting the batterer to become suspicious, concerns that a child may tell the batterer that the victimized parent is using services, not having custody of the children, or not being allowed to take the children anywhere without the batterer.</p> <p>Most children who utilize the DAIS Children's Program are either staying in shelter or have a parent attending one of the support groups. Both the shelter program and support group program have capacity constraints which limit the number of people who can use each service. In addition, our Children's Program space is cramped and has children of all ages together which means that older children who may attend group once may choose not to return because they don't have as much opportunity to engage with children of the same age. This is all to say that we realize that we are under-serving a lot of children who could benefit from our unique children's program services; including Caucasian children and African American children. Our hope is that in our new facility we will be able to serve significantly more children due to the fact that we will have increased capacity across all programs and will have four distinct rooms dedicated to children's groups allowing us to do age-specific programming.</p> <p>We make a concerted effort to recruit bilingual volunteer Children's Advocates and have had good success with recruiting Spanish speaking Children's Advocates; we currently have five active Children's Program Advocates who are bilingual in Spanish. (Additionally, it should be noted that one of our three Family Advocates in the Shelter is bilingual in Spanish. This Advocate also facilitates one of our support groups making group accessible to Spanish speaking clients.) On a more global level, we continue to work hard to hire and retain staff of color across all of our programs. Since we submitted our application to the City, we have hired two full time staff members. Our new Bilingual Legal Advocate identifies as Latina and our new Outreach and Volunteer Coordinator identifies as multi-racial.</p> <p>The DAIS Children's Program activities are based in best practice research about the unique needs of children who have experienced trauma. The Children's Program is incredibly effective for the children who utilize it. Our Children's Program Coordinator is the most veteran staff member at DAIS having been with the agency for thirteen years. Additionally, many of the volunteers in the program have been with the agency for a number of years, including one volunteer who has been volunteering with the DAIS Children's Program for close to 20 years.</p> <p>Volunteer Children's Program Advocates are required to attend close to 30 hours of initial training and observation and then are offered on-going training through monthly in-services. Training covers a variety of topics, including the short and long term impact of trauma on children and strategies to assist children in dealing with the trauma they have experienced. The Children's program has also implemented a number of Trauma Informed Care principles over the last couple of years which have only enhanced an already strong, well-established program.</p>		
Committee Question 2:		
What referrals are done if a child does not meet objectives or continues to show violent behavior?		

Agency Answer 2:	Agency staff providing Answer 2:	Shannon Barry
<p>We are only in a child's life for a short period of time due to the crisis intervention nature of our services. We often refer families to on-going therapy such as is offered through The Rainbow Project, Family Services, or other therapy if the family has insurance.</p>		
Committee Question 3:		
<p>It seems difficult to gauge < 5 year old experience being positive. Is there any followup years later?</p>		
Agency Answer 3:	Agency staff providing Answer 3:	Shannon Barry
<p>The services offered by DAIS are crisis-based and are entirely voluntary. We typically work with families for a short period of time, though some families may request follow up services which we try to accommodate when we can. We do sometimes have families follow up with us and share long term outcomes and we are happy to provide some of those letters/emails/testimonials if the committee would like to see them.</p> <p>As a crisis based organization, we often refer to other services for long term therapy and counseling services (such as The Rainbow Project or Family Service).</p>		
Committee Question 4:		
<p>With significant increase in adult participants, might you anticipate more children also, therefore need to increase your request for funding CVH?</p>		
Agency Answer 4:	Agency staff providing Answer 4:	Shannon Barry
<p>We have a strong and large volunteer work-force in our Children's Program. One volunteer has been with us for almost 20 years. Though we do anticipate needing some additional staff support in this program, it will not be as much as in our Shelter Program for two reasons: (1) The Children's Program is a very popular volunteer opportunity with very low rates of turn-over, and (2) It is not a 24 hour service like our shelter program is and therefore does not require the same level of staffing.</p>		

CDD 2013-14 Application Q and A

Agency Name:	Freedom Inc	
Program Name:	Family Strengthening	
Committee:	<input type="checkbox"/> Early Childhood Care and Education Committee <input type="checkbox"/> Committee on Aging <input checked="" type="checkbox"/> Community Services Committee <input type="checkbox"/> Community Development Block Grant Committee <input type="checkbox"/> Conference Committee	
Program Area:	Domestic Violence, Sexual Assault, Crisis Intervention	
Priority:	A1	
Committee Question 1:		
Are there any plans to expand the size of the Board? Are there any vacancies? How many is the minimum in the by-laws? How do Board Members contribute?		
Agency Answer 1:	Agency staff providing Answer 1:	
Committee Question 2:		
Is there a 24/7 hotline? What will supplement after hours to ensure service? Please explain how you have responded to a crisis situation that has arisen after business hours or on weekends. How are staff compensated for this time?.		
Agency Answer 2:	Agency staff providing Answer 2:	
<p>There is a Statewide Hmong 24/7 hotline hosted by one of our sister organization (Hmong American Women Association) where clients can call after hours if they can't reach us. The hotline advocates then send us the information the next day. Unless it's an emergency, we usually wait until our office hours to take care of client needs. If there are crisis after hours and staffs are called in to assist them then staffs can usually substitute those worked hours with normal office hours during the week. Salaried staffs are paid for 40 hours of work during the week. Due to the community that we serve our office hours are flexible and often allow us to work on weekends and nights so we can adequately serve our communities.</p>		
Committee Question 3:		
Why do you have co-executive directors?		
Agency Answer 3:	Agency staff providing Answer 3:	
We have co-directors at Freedom Inc because we believe in building and sharing leadership.		
Committee Question 4:		
Will you be making an application for United Way?		

Agency Answer 4:	Agency staff providing Answer 4:	
We will look at their RFP this year and consider applying for their domestic violence funds.		
Committee Question 5:		
Can this program be combined as recommended by staff?		
Agency Answer 5:	Agency staff providing Answer 5:	
Not sure what this question is asking? Combined as one position?		
Committee Question 6:		
Do you meet the Living Wage Ordinance?		
Agency Answer 6:	Agency staff providing Answer 6:	
Yes, all our employees who are paid under the city grants are paid above Madison's living wage.		
Committee Question 7:		
Regarding documented needs: estimated population evidencing which needs in the past? Is this consistent with Hmong & Cambodian populations elsewhere?		
Agency Answer 7:	Agency staff providing Answer 7:	
Yes, the needs of Hmong victims and survivors are similar to many Hmong domestic violence programs in other parts of Wisconsin. As for the cambodian community, we are the only organization in the State of Wisconsin that works with Cambodian victims and survivors.		
Questions for Additional Programs by the same agency		
Program Name:	Family Strengthening-DVSA for Children	
Program Area:	Domestic Violence, Sexual Assault, Crisis Intervention	
Priority:	A2	
Committee Question 1:		
Do you believe this might be more appropriate for our B2 Priority?		
Agency Answer 1:	Agency staff providing Answer 1:	
NO. Because we will provide direct services and crisis intervention for children and teens.		
Committee Question 2:		
What was the revenue source of "OTHER" IN 2011? \$132,000 Why was the revenue source "OTHER" dropped to \$25,000 for 2013-14 proposal?		
Agency Answer 2:	Agency staff providing Answer 2:	
The "Other" in 2011 are grants from Foundations The revenue sources from "Other" dropped to \$25,000 for 2013-14 because Freedom Inc's 3 year funding from RWJF which has been around 85,000 will end. Even though we projected only		

\$25,000 we will work hard to secure more funding to sustain our agency.

Committee Question 3:

What role do volunteers play in this proposed program?

Agency Answer 3:

Agency staff providing Answer 3:

Our volunteers assist with planning group discussions, transportation to events, creating brochures, light office work, and programming support.

Committee Question 4:

Will they only serve black queer youth?

Agency Answer 4:

Agency staff providing Answer 4:

No it will also serve Southeast Asian youths /queer SEA youths also. We already serve children who witness domestic violence and sexual violence in a small capacity but this fund will allow us to fully serve them by providing direct services, crisis management, support groups (especific to domestic and sexual violence), legal and cultural advocacy for young people, safety planning, housing and economic advocacy.

Committee Question 5:

Can this program be blended into another program, as this is an area needing 24/7 coverage?

Agency Answer 5:

Agency staff providing Answer 5:

Currently, FI provides domestic violence and sexual assault services to women and young adults and we have youth programs that focus on a wide range of issues but we don't have any specific focus just on children who witness, survive, and who are victims of violence. We try to work with them in our other youth programs but understand that this group of children/youths/teens have specific needs that can't be addressed in our other groups. The complexity of incest, sexual assault, and domestic violence needs programs that specific address these issues and needs.

CDD 2013-14 Application Q and A

Agency Name:	Rainbow Project	
Program Name:	Early Intervention	
Committee:	<input type="checkbox"/> Early Childhood Care and Education Committee <input type="checkbox"/> Committee on Aging <input checked="" type="checkbox"/> Community Services Committee <input type="checkbox"/> Community Development Block Grant Committee <input type="checkbox"/> Conference Committee	
Program Area:	Domestic Abuse, Sexual Assault, Crisis Intervention	
Priority:	B2	
Committee Question 1:		
Please supply the missing client data.		
Agency Answer 1:	Agency staff providing Answer 1:	Sharyl Kato
<p>Total for 2011: # of clients served 519; for some reason total # served could not be entered in appropriate box; we project serving a total of approximately 525 clients in 2012 and project serving 600 clients in 2013-14 with the additional funding requested. The confusion internally for staff collecting data in this transition year occurred with the city data due to the request to combine the total of longer term clients from program A and program B together and shifted the focus of program B primarily to training and networking presentations activities and to direct service for children exposed to domestic violence to crisis/short term trauma focused services.</p>		
Committee Question 2:		
Please clarify the inconsistencies in your proposed budget. (eg. you state \$60,000 in "other funding" for 2013 but you do not specify what that comes from)		
Agency Answer 2:	Agency staff providing Answer 2:	
<p>"Other" includes private foundation and other private grants and fundraising events; originally the totals entered for "other funding" appeared to create errors in budget pages and so those were deleted then added back in and the totals balanced and error indicators disappeared. However, they were deleted again when the overall budget pages did not total the correct numbers entered. The overall budget pages did not total despite the fact the numbers were accurate. Some of the original data for budget and finance pages for the city were not completed accurately. For example, Program budget breakdowns for the city financial reports included budgets for Program E and F and these do not exist. We are not sure how those numbers impacted the overall proposal budgets.</p> <p>The transition of the Financial Coordinator leaving and a person new to the position entering as well as some inaccurate figures entered in prior months has contributed to some inconsistencies in the proposal budget figures. The current figures we are just now gathering with our accountants have assured us that we are "caught up" for the most part. However, further review of originally submitted city figures will be scrutinized to ensure there are no discrepancies.</p>		
Committee Question 3:		
Please clarify your service numbers. You state 360 children and 374 adults in contract goals, then 500 in outcomes. Where did the "500" number come from?		
Agency Answer 3:	Agency staff providing Answer 3:	Sharyl Kato

See answer to question #1		
Questions for Additional Programs by the same agency		
Program Name:	Children of Violent Homes	
Program Area:	Domestic Abuse, Sexual Assault, Crisis Intervention	
Priority:	B2	
Committee Question 1:		
How many volunteers were used in this program in 2011?		
Agency Answer 1:	Agency staff providing Answer 1:	Sharyl Kato
14		
Committee Question 2:		
Please complete the page regarding demographics.		
Agency Answer 2:	Agency staff providing Answer 2:	Sharyl Kato
Same as for Program A		
Committee Question 3:		
How many participants were there in 2011?		
Agency Answer 3:	Agency staff providing Answer 3:	Sharyl Kato
783 participants receiving training		
Committee Question 4:		
Please clarify the errors in the agency expense budget.		
Agency Answer 4:	Agency staff providing Answer 4:	Sharyl Kato
See response to question 2. An original error occurred when non-city funding was misunderstood. Non-city funding VS Non-city programs was confusing but clarified.		
Committee Question 5:		
Please provide hourly wage data.		
Agency Answer 5:	Agency staff providing Answer 5:	Sharyl Kato
Range from \$12/hour to \$40/hour. All hourly wages are included and submitted in the final proposal submitted.		

CDD 2013-14 Application Q and A

Agency Name:	Rape Crisis Center	
Program Name:	24 Hour Crisis Intervention	
Committee:	<input type="checkbox"/> Early Childhood Care and Education Committee <input type="checkbox"/> Committee on Aging <input checked="" type="checkbox"/> Community Services Committee <input type="checkbox"/> Community Development Block Grant Committee <input type="checkbox"/> Conference Committee	
Program Area:	Domestic Violence, Sexual Assault, Crisis Intervention	
Priority:	A1	
Committee Question 1:		
Do you have plans to diversify the racial composition of the Board?		
Agency Answer 1:	Agency staff providing Answer 1:	Kelly Anderson, Exec Dir
<p>Absolutely! A Board that appropriately represents the community we serve has always been a priority, and as a part of implementing RCC's strategic plan the Board is systematically addressing the recruitment and orientation of new Board members. It's worth noting that the RCC's goal of inclusion and representation also includes categories the City Application doesn't track, such as sexual orientation, younger adults, survivors of sexual violence and their loved ones, and lower income individuals.</p> <p>It's also important to note that the Board, staff, and volunteer demographics represent a snapshot at the particular point in time that we submit the application, while the client demographics remain consistent from year to year. With a small staff and Board, one or two transitions can significantly change the demographics for a short period of time, while we're recruiting.</p>		
Committee Question 2:		
Does any staff or bilingual staff attend La Sup or Latino Health Council monthly meetings to network?		
Agency Answer 2:	Agency staff providing Answer 2:	Kelly Anderson, Exec Dir
<p>When the position is filled, the BiLingual Advocate regularly participates in both LaSupp and Latino Health Council meetings, with the Program Director joining as appropriate and the Executive Director planning to attend once or twice a year. When we last had a full-time BiLingual Advocate she was very active on the planning committee for the Latina Health Fair. With only part-time staff in the Advocate position, and no Program Director, we had been less involved in networking and focused on rebuilding the program infrastructure. With the position filled now, we look forward to participating more regularly.</p>		
Committee Question 3:		
My understanding is the Spanish line is answered by a voicemail. What is the time frame to call back?		
Agency Answer 3:	Agency staff providing Answer 3:	Kelly Anderson, Exec Dir
<p>La Linea de Ayuda, the Spanish language help line at (608) 25-Valor, allows access to RCC's free services for those whose primary language is Spanish. La Linea is answered, in Spanish, in the office during business hours by the BiLingual Advocate. Overnights and weekends, the line is</p>		

forwarded to OnCall BiLingual Advocates, who carry an RCC cell phone. When the BiLingual Advocate is not available during the day (on vacation, out of the office), or when no OnCall BiLingual Advocate is scheduled for an after-hours on call shift, callers are given the options (in Spanish) of calling 911 if it's an emergency, calling the RCC's 24-hour crisis line where a counselor will use the language line to help them immediately, or leaving a message for a Spanish-speaking counselor to return their call on the next business day. By allowing the caller to determine the urgency of the need, we ensure immediate access for those who need it, balanced with the preference to speak directly with a Spanish-speaking counselor.

Obviously, direct answer is our ideal method of providing this service. With the 2011-12 City funding nearly \$10,000 less each year than what was needed to maintain crisis intervention services for City residents -- and crisis calls 50% over the goal and City accompaniments 40% over the goal for last year -- RCC is struggling to serve the increased number of clients and meet requests for service throughout our crisis programming, including the Spanish-language services.

Committee Question 4:

Do all Board members make a monetary contribution or that of time when money is not feasible?

Agency Answer 4:

Agency staff providing Answer 4:

KellyAnderson, Exec Direc

All RCC Board members are asked to make significant contributions of time and financial support during their tenure. Our written Board Member Agreement, signed by each Board member annually, lists eight major responsibilities including "I will give what is for me a significant financial and/or in-kind donation." Board members are asked to make their financial gifts to RCC among the most generous they make each year - recognizing that will differ significantly since we expect the Board to reflect a variety of socio-economic situations. RCC Board members are justifiably proud to have 100% participation in financial giving to support the agency's work, as well as many hours of governance - including six full Board meetings each year and at least one committee role for every member.

Committee Question 5:

Is there a reason Freedom Inc couldn't collaborate? (ie. regarding training, intervention, etc in cases of sexual assault)

Agency Answer 5:

Agency staff providing Answer 5:

Kelly Anderson, Exec Dir

We'd be extremely pleased to resume a more active collaboration with Freedom Inc. In past years, RCC & Freedom Inc provided cross-training for staff & volunteers and worked together on some projects. In the absence of a full-time RCC Program Director, we haven't been as proactive in seeking those interactions, and have had to focus more on being responsive to the many organizations that request services from or collaborations with RCC.

Committee Question 6:

Is an all female, all white staff, the most responsive staff demographics? (64 male participants-12%, 124 non-caucasian participants-26%)

Agency Answer 6:

Agency staff providing Answer 6:

Kelly Anderson, Exec Dir

As noted above, the demographics when the application was submitted was a snapshot that doesn't accurately reflect RCC typical demographics. (It's also worth noting that the agency was not in fact all white, except in the model of the Census which doesn't include Latinas as women of color.) In a more typical dynamic, the staff now includes 15 white women, 2 Latinas and Asian woman on a staff of 18. With women of color representing 17% of the staff, we almost exactly mirror the Dane County demographic of 82% white persons not Hispanic. Of course, as a progressive organization with a

commitment to social justice, RCC's leadership is not satisfied with that and prioritizes diversity and representation of traditionally under-served communities in our recruitment and hiring practices for staff and volunteers.

For the crisis intervention and counseling program, the all female staff is a reflection of best practices in having women provide crisis services. (All staff, even administrative or educational outreach positions, are trained to answer the crisis line and accompany victims if needed -- such is the imperative of a 24-7-365 crisis response program.) Not only are the majority of the survivors we serve female, as noted, but the majority of the male victims have been assaulted by men. (Some of the men (and women) we serve through the crisis line support services or free counseling are not themselves victims but seeking support in responding to the assault of a loved one.)

Considering the nature of the crisis intervention program, which frequently involves supporting a victim in the hospital during a pelvic exam to collect evidence of a trauma very recently inflicted by a male assailant, the need for female advocates is obvious. Not only are nearly 90% of the accompaniment clients girls or women, the majority of the males are boys under 12 (again, mostly abused by males).

RCC's experience, and national research, show that even adult male crisis clients overwhelmingly prefer female advocates and counselors. In the past, when we've had male volunteers trained to work with male crisis callers or clients, they eventually lost interest because they were *never* requested, even when offered to clients. (The reasons are complicated, but most likely reflect male victims' own homophobia or the fear of homophobia from other men as well as difficulty establishing trust with a male service provider (again, men seeking services as the victims of sexual violence were most frequently assaulted by other men).

RCC leadership revisits the issue of male staff or volunteers in crisis services periodically, and we have been pleased to have men actively involved in our community education work, as noted in Q2 below. In light of the huge increase in demand and our reduced resources, particularly after funding cuts the past two years, it will likely be some time before we're able to consider it again.

Questions for Additional Programs by the same agency

Program Name:	Sexual Assault Prevention
Program Area:	Domestic Violence, Sexual Assault, Crisis Intervention
Priority:	C1

Committee Question 1:

Agency space costs seem high-\$4000/month. Who owns the building?

Agency Answer 1:	Agency staff providing Answer 1:	Kelly Anderson, Exec Dir
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Free individual and group counseling represents a significant amount of RCC's work and is not described in the funding application (because the City no longer provides any funding for these services.)

RCC's main office is in a professional building on Coho Street, with 3,100 square feet designed specifically for 12 office based staff, including a conference room and space for graduate students, interns and volunteers to work. Our annual rate of \$15.95 per sft is on the lower end for similar space, and we chose a building that provides ample free parking as well as being on two bus routes.

In negotiating the lease, our pro bono attorney from Foley & Lardner ensured that the terms of the lease, including the rental rate, were favorable to RCC. One of the most important terms is that the landlord agrees not to rent space in our building to businesses whose work is in conflict with ours - for example, no sex offender treatment program or similar agency. This is particularly important because our previous space (which cost \$13 per sft eight years ago) included a provider of multiple weekly Anger Management programs, which resulted in groups of court-ordered men who frequently congregated in the building lobby and created an unsafe environment for the staff, volunteers, and most of all clients coming to our office.

We're very proud of how appropriate, safe and cost-effective our "new" location is, and we'd be happy to host a tour for anyone who hasn't yet visited.

Committee Question 2:

If in Neighborhood centers, can presentations be focused on boys/girls separately? It might initiate good dialogue if among same sex peers. A male presenter in some situations may be beneficial.

Agency Answer 2:

Agency staff providing Answer 2:

Kelly Anderson, Exec Dir

We totally agree that community education and prevention outreach can be more effective when men are involved. In past years, when there was designated funding for Community Education and less demand on general support funds, we were able to maintain a part-time position for a male presenter for exactly that reason. Since the City eliminated community education funding in 2011, and then SAVS (which partly supported the Community Education Coordinator position) was cut 40% for 2012, RCC are struggling to continue the most basic level of outreach, with a single part-time Community Educator

The impact wouldn't just be on neighborhood centers - many audiences benefit from joint male-female presentations. One of our most effective programs was a multiple-session curriculum where boys & girls met together for a session, had several boys only / girls only sessions (each led by a presenter of the same sex), and then rejoined for a joint session to share what they'd learned.

Over the years, we've worked with contracted hours from men volunteering with Men Stopping Rape, a male work study student, a very part-time male LTE, and other creative arrangements to train and employ men in this outreach. Unfortunately, the capacity to spend money on these programs came from general support and donations that were available to augment the very limited designated funding like the City and SAVS. With those sources cut, and the crisis intervention and counseling services under-funded, general support is required to maintain the direct victim services and a single, part-time Community Educator -- who's overwhelmed just keeping up with the IMAGINE program and one-time presentations to ensure students are aware of our services.

We very much look forward to the days when we can again provide prevention-focused interventions that work more intensively to create significant social change - including dual male-female presentation teams.

Committee Question 3:

Have you approached MMSD about contributing money to this program?

Agency Answer 3:

Agency staff providing Answer 3:

Kelly Anderson, Exec Dir

In the past we have not requested payment from MMSD, the individual schools, or the neighborhood programs, etc, that we work with in exchange for presentations to their students. Our goal is to be in every school every year, reaching the largest number of students possible. Since we wouldn't

refuse to present to students whose school or district didn't pay, it's difficult to "charge" for the presentations. We will pursue the idea of financial support from the District, but it doesn't seem like something that we should budget on.

(In the past, we have not even been able to get MMSD district-level "buy in" to the free presentations as a component of health classes or other curricula -- they continue to be scheduled on a school-by-school, or even class-by-class, basis). Any specific insight or suggestions for funding sources would be very much appreciated.

CDD 2013-14 Application Q and A

Agency Name:	UNIDOS Against Domestic Violence	
Program Name:	Program A	
Committee:	<input type="checkbox"/> Early Childhood Care and Education Committee <input type="checkbox"/> Committee on Aging <input checked="" type="checkbox"/> Community Services Committee <input type="checkbox"/> Community Development Block Grant Committee <input type="checkbox"/> Conference Committee	
Program Area:	Domestic Violence, Sexual Assault, Crisis Intervention	
Priority:	A1	
Committee Question 1:		
Can you handle the estimated increase in service hours/new people served?		
Agency Answer 1:	Agency staff providing Answer 1:	Cecilia Gillhouse
<p>With the expected increase in employees and volunteers in 2012 - 2013, UNIDOS' Team will be able to handle the increase in demand for services within the area of services. UNIDOS expects to add a part-time Sexual Assault Advocate and a full-time counselor position in Dane and Rock Counties funded by OJA. This will complement our DV part-time Support Group Lead.</p> <p>There is also a plan to increase the number of internships that will assist with all the Mujeres Adelante plans for 2012 -2013.</p>		
Committee Question 2:		
Can program recipients be adequately served by long-term organizations in our community? Or more partner collaboration?		
Agency Answer 2:	Agency staff providing Answer 2:	Veronica Lazo
<p>Long term organizations in our community are unable to adequately serve participants without collaborating and partnering with other agencies in the community, therefore in order to provide adequately services to recipients, effective collaborative relationships with other agencies is essential.</p>		
Committee Question 3:		
In your "proposed contract goal" you refer to potential for county-wide participation in this program. Last year all participants were in the City of Madison. Have you considered applying for County funding?		
Agency Answer 3:	Agency staff providing Answer 3:	Cecilia Gillhouse
<p>UNIDOS received funding from the Department of Children and Families (DCF) and this grant supports most of the DV advocate position in Dane County and the Executive Director statewide position providing technical assistance and education to colleagues and professionals. UNIDOS has never applied for County funding, but we do not want to discard the possibility in the future. However, the applicable County funding is very competitive and would require us to compete with the local DV shelter.</p>		
Committee Question 4:		
Do Board members contribute money or time?		

Agency Answer 4:	Agency staff providing Answer 4:	Cecilia Gillhouse
<p>UNIDOS receives contributions from 100% of its Board members and they provide between 5-8 hours a month in a variety of different ways, such as: translation, interpretation, board meetings, executive meetings, fundraising, networking.</p>		
Committee Question 5:		
How will you increase outreach and education services?		
Agency Answer 5:	Agency staff providing Answer 5:	Cecilia Gillhouse
<p>As part of our new initiative our DV Bilingual Outreach Advocate will continue to increase her visits to the Joining Forces for Families of Dane County locations in Madison. Over the last few months, our advocate has started visiting 2 locations in Madison once a week: Leopold/Arbor Hill Neiborghood and Deer Valley/South Neiborghood, with tremendous results in the community. Having an advocate a few hours a week in those locations, our colleagues have found an easier and faster way to give immediate support to victims and survivors who do not have transportation or have challenges in getting to our office location.</p> <p>Our goal is to increase to 3 locations in 2013-2014. We have not determined the location; we would like to discuss this with the JFF social workers and then make a decision based on needs and the Latino population in Madison.</p> <p>UNIDOS' staff also will continue with its outreach activities as normal, including: LaSup, Latino Children and Family Council, Latino Health Council and DV-CCR meetings.</p> <p>There are also annual activities where UNIDOS' staff and members of Women Moving Forward Leadership Group participate, such as: Latino Health Fair, Dia de los Ninos Fair, Nuestra Fiesta of Centro Hispano, Fitchburg Days Fair and a few other local fairs during summer.</p>		
Committee Question 6:		
Is it possible to develop volunteer programs? Different usage of volunteers?		
Agency Answer 6:	Agency staff providing Answer 6:	Cecilia Gillhouse
<p>In 2012, UNIDOS improved the way of approaching our volunteers in the community, and their way to support our organization. We created new volunteer job descriptions/Internships, updated our website, increased the social network use (Facebook, LinkedIn and Twitter) and increased the number of hours of volunteer opportunities available in the organization's outreach activities, children's activities, trainings and meetings.</p>		
Committee Question 7:		
With the 50% increase in population, what are the documented needs? What are the priorities?		
Agency Answer 7:	Agency staff providing Answer 7:	Veronica Lazo
<p>Our clients face many complex legal issue as well as personal issues. We have identified the following working areas to aid them in their healing and independence process:</p> <ul style="list-style-type: none"> • Affordable housing options • Counseling • Employment needs • U-Visas/VAWA-Visa • English proficiency • Education/GED 		

CDD 2013-14 Application Q and A

Agency Name:	YSSW	
Program Name:	Briarpatch	
Committee:	<input type="checkbox"/> Early Childhood Care and Education Committee <input type="checkbox"/> Committee on Aging <input checked="" type="checkbox"/> Community Services Committee <input type="checkbox"/> Community Development Block Grant Committee <input type="checkbox"/> Conference Committee	
Program Area:	Domestic Violence, Sexual Assault, Crisis Intervention	
Priority:	A2	
Committee Question 1:		
Are there any plans for improving the racial diversity of your Board?		
Agency Answer 1:	Agency staff providing Answer 1:	Joseph Bednarowski
Yes, the agency is currently recruiting for additional board members, and the agency participates in minority focused community groups including the Disproportionate Minority Contact Group, Joining Forces for Families, and Planning for Greatness.		
Committee Question 2:		
Why are there no male staff associated with this program?		
Agency Answer 2:	Agency staff providing Answer 2:	Joseph Bednarowski
John Schneider, Youth Counselor is associated with the program. The staff gender demographic information is in error. There are 4 females and 1 male. In addition, volunteers who participate in most counseling sessions are 35% male.		

CDD 2013-14 Application Q and A

Agency Name:	YWCA	
Program Name:	Transit Night Program	
Committee:	<input type="checkbox"/> Early Childhood Care and Education Committee <input type="checkbox"/> Committee on Aging <input checked="" type="checkbox"/> Community Services Committee <input type="checkbox"/> Community Development Block Grant Committee <input type="checkbox"/> Conference Committee	
Program Area:	Domestic Violence, Sexual Assault, Crisis Intervention	
Priority:	B1	
Committee Question 1:		
How do you separate users in this program from Transit-Jobs Ride?		
Agency Answer 1:	Agency staff providing Answer 1:	De'Kendrea Stamps
Riders utilizing the service for non-employment related purposes are transported separately from Job Ride clients by an assigned S.A. Prevention driver. Job Ride users go through an application process to be placed on a consistent schedule, whereas S.A. Prevention riders call in for services each night.		
Committee Question 2:		
Does the Board make contributions of money or time?		
Agency Answer 2:	Agency staff providing Answer 2:	Debra Schwabe
The Board of Directors makes contributions of both time and money. The board meets 11 times per year, plus each board member serves on at least two committees. 100% of our Board of Director's has made a financial contribution to the organization. In addition, many board members provide in-kind goods to better meet the needs of the clients we serve as and volunteer in direct services roles.		
Committee Question 3:		
Is there a federal fund match for City dollars in this program?		
Agency Answer 3:	Agency staff providing Answer 3:	De'Kendrea Stamps
Yes, the Wisconsin Dept. of Transportation's Wisconsin Employment Transportation Assistance Program (WETAP) Grant provides a 3:1 match for employment related transportation. Federal funds account for 2/3's of this grant funding.		
Committee Question 4:		
Roughly 1/3 of your participants last year were males. Are they using the program to avoid sexual assault or are they using it for employment transportation?		
Agency Answer 4:	Agency staff providing Answer 4:	De'Kendrea Stamps
Over 4% of males riding at night are utilizing the S.A. Prevention program. The Wisconsin Office of Justice Assistance's "Sexual Assaults in Wisconsin 2010" report shows that approximately 15% of victims of sexual assault in Wisconsin are male.		
Committee Question 5:		
What percentage of rides that you provided in 2011 were prescheduled?		

Agency Answer 5:	Agency staff providing Answer 5:	De'Kendrea Stamps
72% of rides provided were prescheduled.		
Committee Question 6:		
What is the concentration of participants for areas not served by bus?		
Agency Answer 6:	Agency staff providing Answer 6:	De'Kendrea Stamps
Participants are served throughout the city and town of Madison on and off the bus route. At this time it is not possible to give a break down as to which riders were in an area served by the bus or not. We could track this in the future but it would require significant amounts of data entry. If we were required in the future to report on this statistic, we would need to know if we should track the point of origin or drop off location in our calculations.		
Committee Question 7:		
How many incidents are because the rider feels they are in danger?		
Agency Answer 7:	Agency staff providing Answer 7:	De'Kendrea Stamps
Less than 1% of rides are provided because riders feel they are in immediate danger, however the program's main focus is to prevent people from potentially dangerous situations. For example:		
<p>Patty's* boyfriend kicked her out of their apartment one night with her two children – an infant and a toddler – after the busses stopped running. She said he threw her out on purpose because he believed there would be no place for her to go in the cold. Patty called YW Transit and was picked up minutes later and delivered to her sisters' house. She was very grateful that YW transit could keep them safe and warm, and that the ride to her sister "showed him that we do have other options".</p> <p>Sue's* neighborhood is not well covered by bus service. The closest bus stop is three and half miles away from her apartment and the bus only runs during peak service (daytime) hours. Sue works second shift and the bus couldn't get her to or from work when she needed to be there, so she was walking six miles to work each day and six miles home each night putting her at risk of sexual assault. She found YW Transit and now gets safe transportation to work in just ten minutes for a reasonable monthly fee. She says, "I'm so relieved that I don't have to walk to work."</p> <p>Dana* requested YW Transit services to avoid potential unsafe situations. She worked for a business where her work day ended at 3:00am. She had only a bicycle for transportation and her residence was a 6 mile ride from work. Riding home at that late hour puts her at risk of sexual assault. She was able to take the bus to work but had no options for getting home at that hour of the night. She has referred several riders to our program with similar situations as she has gone through.</p>		
*Names have been changed to protect confidentiality.		
The demand for the program has been high, just last year, 862 callers for the SA prevention rides were turned away. Riders rely on the night time services to get to/from their destinations safely at night and avoid putting themselves in dangerous situations such as those mentioned above.		