

APPLICATION FOR 2018 HOMELESS SERVICES FUNDS



1. AGENCY CONTACT INFORMATION

Legal Name of Organization	Nehemiah Community Development Corporation	
Mailing Address	655 W. Badger Rd.	
Telephone	608-257-2453	
FAX	608-257-1515	
Director	Rev. Dr. Alexander Gee, Jr.	
Email Address	agee@nehemiah.org	
Additional Contact	Rich Henderson	
Email Address	rhenderson@nehemiah.org	
Legal Status	Private: Non-Profit	
Federal EIN:	39-1736091	
DUNS #:		
SAM Registration:		

2. PROPOSED PROGRAMS

Program Name	Letter	2018 Req		Proposed Strategy	Source of Funding
		New?			
Reentry Transitional Housing	A	\$43,276		STRATEGY 1: HOMELESS PREVENTION	City General Purpose Revenue (GPR) ONLY
		CONT			
Contact:		Phone:	rhenderson@ne	Email:	
Program B	B	\$0		Select a Strategy from the Drop-Down	Select the source of funding from the drop-down menu
Contact:		Phone:		Email:	
Program C	C	\$0		Select a Strategy from the Drop-Down	Select the source of funding from the drop-down menu
Contact:		Phone:		Email:	
Program D	D	\$0		Select a Strategy from the Drop-Down	Select the source of funding from the drop-down menu
Contact:		Phone:		Email:	
Program E	E	\$0		Select a Strategy from the Drop-Down	Select the source of funding from the drop-down menu
Contact:		Phone:		Email:	
Program F	F	\$0		Select a Priority Statement from the Drop-Down	Select the source of funding from the drop-down menu
<b>TOTAL REQUEST</b>		<b>\$43,276</b>			

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 [www.cityofmadison.com/dcr/aaForms.cfm](http://www.cityofmadison.com/dcr/aaForms.cfm).

LIVING WAGE ORDINANCE

If funded, applicant hereby agrees to comply with City of Madison Ordinance 4.20. This ordinance requires all employees paid under this contract be paid (at least) the Living Wage for 2018 as established by the City of Madison. In 2018 the Living Wage will be \$13.01 hourly.

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.

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

ORGANIZATION:	<b>Nehemiah Community Development Corporation</b>	<b>REQUESTED AMOUNT:</b> 43,276
PROGRAM/LETTER:	<b>A Reentry Transitional Housing</b>	
STRATEGY:	<b>STRATEGY 1: HOMELESS PREVENTION</b>	

1. NEEDS STATEMENT: Describe the community needs this program will address.

The best way to end homelessness is to prevent it. There is a high need in our community for transitional housing designed and operated to meet the needs of individuals returning to the community from prison or jail. Each year more than 800 men return to the Madison area from prison or jail, and each one of those individuals is at high risk for housing instability or homelessness. There are multiple factors that contribute to formerly incarcerated men being able to find and maintain housing including (a) lack of good credit (b) poor rental histories (c) lack of employment (d) low-paying wage jobs and (e) difficulty finding landlords who will rent to individuals with a criminal record. Nehemiah operates four multi-unit buildings that assist men by providing short term housing and wrap around services since most of the men returning to the community have multiple needs including (a) employment and (b) AODA treatment. Supportive transitional housing can prevent homelessness.

2. TARGET POPULATION: Describe the target population including household type, homeless status, racial and cultural background, gender, disabilities, and housing and service needs based on a common assessment tool (i.e. VI-SPDAT score range).

The target population for this program is men who are returning to our community after a period of incarceration in Dane County jail or in a Wisconsin prison. The majority of the men we will serve will be African American, but our program is open to men of all ethnicities and racial backgrounds. Only a handful of men leaving incarceration have a job when they are released and we will serve those men, helping them gain essential skills they will need to succeed in the workplace. Many of the men we will serve have AODA needs and our wrap around reentry services will assist them in getting treatment for their addictions. Annually our housing program serves more than 50 men.

3. PROGRAM DESCRIPTION: Describe key components of program. Include key aspects of program design, program structure, staffing structure, expected frequency of participant contact, duration of participant contact, etc.

Nehemiah's supportive housing for formerly incarcerated men is built around the proven APIC model (Assess, Plan, Identify and Coordinate). A key element of our work in preventing homelessness among those released from prison or jail is our collaborative approach with the men we serve. Before release from incarceration in the Dane County jail we meet with individuals who will lack stable housing upon release. Also, we are regularly contacted by Department of Community Corrections staff who seek out our assistance for men returning from prison to the Madison area. Our work with an individual includes identifying their mental health and AODA needs so we can connect them with community resources and guide their reentry into our community. Our approach goes beyond providing information, rather we walk alongside people through the use of peer specialists and group mentoring. We know from experience that a written plan without 1x1 coaching makes it highly unlikely a person returning from incarceration will find and keep stable housing. To prevent homelessness among formerly incarcerated men we operate four multi-unit sober living buildings where we can house 24 men at a time. These supportive living apartments are offered to formerly incarcerated men for a minimal rental fee each month. We work with the men living in our apartments, helping them find and keep employment and rebuilding their lives and rebuilding their relationships with family. Individuals in our supportive transitional housing have contact with a reentry specialist at least once a week for case management but many have far more contact each week. Our approach in case management is to work with these men to incorporate their short and long term goals into an action plan which is implemented through 1x1 coaching and group mentoring. Our housing is offered to recently released individuals without regard to any prerequisites.

ORGANIZATION:

Nehemiah Community Development Corporation

PROGRAM/LETTER:

A Reentry Transitional Housing

4. BEST PRACTICES: Describe how the services will be delivered in a manner consistent with industry standards or best practices. Refer to Attachment A for examples of best practices within each of the seven identified strategies.

Nehemiah's transitional supportive housing incorporates a number of evidence-based approaches.

- All of the men we serve meet at least the HUD's At Risk of Homelessness Definition under CFR 576.2 and have an annual income below 30% of Dane County's median income, and their qualification for services under Dane County's written standards is determined in an initial interview and whenever possible that interview takes place while the man is still incarcerated.
- Our efforts at preventing homelessness among men returning to our community from jail or prison are built around a belief that any plans created to reduce the likelihood a person will become homeless must respect the needs and desires of the person we serve.
- Nehemiah's program offers men connections to essential community services, not as a one-time referral, but as an ongoing part of working with these men individually until they have achieved successful reentry to our community.
- Our staff are trained professionals who can help participants in our housing program choose strategies for finding and maintaining stable housing through skills instruction such as household budgeting and development of key skills for workplace success.
- Our efforts at preventing homelessness among formerly incarcerated men take into consideration the criminogenic needs of each individual as we assess a person's risk factors that could result in homelessness.

5. SUPPORT SERVICES: If the program design involves provision of case management, describe how the program will connect participants to long-term community-based support services such as Comprehensive Community Services (CCS) and Targeted Case Management.

Nehemiah has established relationships with CCS providers and already utilizes the services that they can provide to our reentry participants. Our staff will engage in case management in a manner that aligns with those offered through our current CCS relationships ensuring that information sharing is done on a timely basis and that there are solid feedback loops and check-ins to ensure there are no gaps in service and that person who has received a referral has in fact received those services in a timely manner. Our team includes certified professionals and we will utilize their expertise in providing supportive services to ensure formerly incarcerated men find and maintain stable housing. Our process of identifying needs and creating an action plan with our program participants involves identifying not only needs but our action planning form includes identifying the specific agency or organization we believe can best meet the needs of a participant that avoids long wait times.

6. PROPOSED SERVICE TARGETS: Include the total number of unduplicated clients the agency expects to serve by the proposed program regardless of the funding source.

Nehemiah anticipates assisting more than 100 men each year in obtaining and maintaining stable housing.

7. PERFORMANCE OUTCOMES: Select applicable measures from the drop down. Refer to Attachment A for the CDD targets.

Outcome #1:

Exit to or Retention of Permanent Housing

Outcome #2

Select a Measure from the Drop-Down

Outcome #3

Select a Measure from the Drop-Down

Specify your agency's proposed outcomes. If the proposed outcome is lower than the CDD target, provide explanation.

- A. Increase the number of men who initially are housed in Nehemiah apartments who move out and into permanent housing within 18 months of being served in our program.
- B. Decrease the number of supportive housing residents who default on their rent while residing in Nehemiah's housing units by 50%

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8. DEMOGRAPHICS: Complete the following chart for unduplicated participants served by this program in 2016. Indicate the number and percentage for the following characteristics. For new programs, include best estimates.

DESCRIPTOR	PART #	PART %	STAFF #	STAFF %	MADISON*		
					GEN %	POV %	R/POV**
<b>RACE</b>							
WHITE/CAUCASIAN	10	17%	1	25%	80%	67%	16%
BLACK/AFRICAN AMERICAN	50	83%	3	75%	7%	15%	39%
ASIAN	0	0%	0	0%	8%	11%	28%
AMERICAN INDIAN/ALASKAN NATI	0	0%	0	0%	<1%	<1%	32%
NATIVE HAWAIIAN/OTHER PACIFIC	0	0%	0	0%	0%	0%	0%
MULTI-RACIAL	0	0%	0	0%	3%	4%	26%
BALANCE/OTHER	0	0%	0	0%	1%	2%	28%
TOTAL RACE	60	100%	4	100%			
<b>ETHNICITY</b>							
HISPANIC OR LATINO	0	0%	0	0%	7%	9%	26%
NOT HISPANIC OR LATINO	60	100%	4	100%	93%	81%	74%
TOTAL ETHNICITY	60	100%	4	100%			
<b>AGE</b>							
<2	0	0%					
2 - 5	0	0%					
6 - 12	0	0%					
13 - 17	0	0%					
18 - 29	50	83%					
30 - 59	10	17%					
60 - 74	0	0%					
75 & UP	0	0%					
TOTAL AGE	60	100%					
<b>PERSONS WITH DISABILITIES</b>							
	0	0%					
<b>RESIDENCY</b>							
CITY OF MADISON	60	100%					
DANE COUNTY (NOT IN CITY)	0	0%					
OUTSIDE DANE COUNTY	0	0%					
TOTAL RESIDENCY	60	100%					
<b>TOTAL</b>							
MALE	60	100%					
FEMALE		0%					
UNKNOWN/OTHER	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.

9. PROGRAM STAFF: Record the Full Time Equivalent (FTE) program hours of each employee supporting this program as well as their total FTE hours worked for the agency. For seasonal employees, record the number of weeks per year worked at the specified FTE.

Staff Title (one employee per line)	FTE in Program Choose Year Round or Seasonal		For Seasonal only: wks/yr employed	Total FTE in Agency	Program Duties Such as administration, direct service, supervision, teaching/ training or recruitment	Hourly Wage
	Year Round Position FTE	Seasonal Position FTE				
Director of Reentry Services	0.25			1	Supervision, Advocacy, Recruitment	25
Reentry Peer Support	0.5			1	Direct service, training	17
Reentry Housing Specialist	0.75			1	Direct service,	15
Administrative Assistant	0.75			0.5	Administrative Support	13.5

ORGANIZATION:	<b>Nehemiah Community Development Corporation</b>
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10. STAFF EXPERIENCE: Describe how the experience and qualifications of your program staff will contribute to the success of the proposed program.

Nehemiah's reentry staff who provide direct services have in common with our participants that they have been incarcerated. Our staff has first-hand experience in returning to our community after incarceration and they have overcome the multiple obstacles they faced upon their return from incarceration. Each person on our reentry services team has where we have provided training in peer support so that they are equipped to be effective in helping others succeed in reentry and obtain and maintain stable housing. The Director of our Reentry Services program previously worked in an employment agency and he has developed an expertise in job placement and job coaching and this experience and expertise has contributed to many employment placements for men in our program. The Reentry Services team has a part-time administrative professional with years of experience in providing administrative support. Nehemiah's reentry team has five plus years of supportive transitional housing experience.

11. STAFF DIVERSITY: Does the staffing of the program reflect the racial and cultural diversity of the participants who will be served? If not, describe how your agency plans to address this mis-match.

Our reentry staff who assist formerly incarcerated men with finding and maintaining housing reflect the racial and cultural diversity of the participants we serve since the overwhelming majority of our participants are African American and the direct services staff of our reentry housing program are also African American.

12. ACCESSIBILITY AND MARKETING: Describe how your organization will ensure that a diverse client base will find the program accessible, culturally responsive, welcoming and effective in achieving increased participant well-being and safety. Describe how the agency uses, or will use marketing and outreach strategies with the intended service population.

Nehemiah's outreach strategies to identify individuals who qualify for this reentry housing consists of ongoing referral relationships from the Dane County Jail, the Wisconsin Department of Corrections, Journey Mental Health, parole and probation officers, pastors of African American churches and many other organizations who have worked with us to ensure that those returning from prison or jail to our community can prosper and find stable housing. We work closely with the staff at the Ferris Center to identify individuals who need services once they have completed their jail service time. Word of mouth has proven very effective in our outreach and we often serve someone who was referred to our program by a former participant.

ORGANIZATION:	Nehemiah Community Development Corporation
PROGRAM/LETTER:	A Reentry Transitional Housing

PROGRAM BUDGET

13. 2017 BUDGET

REVENUE SOURCE	SOURCE TOTAL	ACCOUNT CATEGORY			
		PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
DANE CO HUMAN SVCS	15,000	15,000	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON-CDD	0	0	0	0	0
UNITED WAY ALLOC	0	0	0	0	0
UNITED WAY DESIG	0	0	0	0	0
OTHER GOVT	100,000		0	100,000	0
FUNDRAISING DONATIONS	164,542	110,042	54,500	0	0
USER FEES	53,204	0	0	53,204	0
OTHER	0		0	0	0
<b>TOTAL REVENUE</b>	<b>332,746</b>	<b>125,042</b>	<b>54,500</b>	<b>153,204</b>	<b>0</b>

14. 2018 PROPOSED BUDGET

REVENUE SOURCE	SOURCE TOTAL	PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
DANE CO HUMAN SVCS	15,000	15,000	0	0	0
DANE CO CDBG	0	0	0	0	0
MADISON-CDD	43,276	34,776	0	0	8,500
UNITED WAY ALLOC	0	0	0	0	0
UNITED WAY DESIG	0	0	0	0	0
OTHER GOVT*	100,000	0	0	100,000	0
FUNDRAISING DONATIONS	167,832	112,242	55,590	0	0
USER FEES	0	0	0	0	0
OTHER**	0	0	0	0	0
<b>TOTAL REVENUE</b>	<b>326,108</b>	<b>162,018</b>	<b>55,590</b>	<b>100,000</b>	<b>8,500</b>

\*OTHER GOVT 2018

Source	Amount	Terms
Department of Corrections	100,000	Short-term housing beds at North Street Building
	0	
	0	
	0	
	0	
<b>TOTAL</b>	<b>100,000</b>	

\*\*OTHER 2018

Source	Amount	Terms
	0	
	0	
	0	
	0	
	0	
<b>TOTAL</b>	<b>0</b>	

ORGANIZATION:

Nehemiah Community Development Corporation

PROGRAM BUDGET (See Instructions)

1. 2017 BUDGETED

REVENUE SOURCE	SOURCE TOTAL	ACCOUNT CATEGORY			
		PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
DANE CO HUMAN SVCS	0	0	0	0	0
DANE CO CDBG	0		0	0	0
UNITED WAY ALLOC	0	0	0	0	0
UNITED WAY DESIG	0	0	0	0	0
OTHER GOVT	0	0	0	0	0
FUNDRAISING DONATIONS	1,169,663	431,674	693,544	44,445	0
USER FEES	0	0	0	0	0
OTHER	0	0	0	0	0
<b>TOTAL REVENUE</b>	<b>1,169,663</b>	<b>431,674</b>	<b>693,544</b>	<b>44,445</b>	<b>0</b>

2. 2018 PROPOSED BUDGET

REVENUE SOURCE	SOURCE TOTAL	ACCOUNT CATEGORY			
		PERSONNEL	OPERATING	SPACE	SPECIAL COSTS
DANE CO HUMAN SVCS	0	0	0	0	0
DANE CO CDBG	0	0	0	0	0
UNITED WAY ALLOC	0	0	0	0	0
UNITED WAY DESIG	0	0	0	0	0
OTHER GOVT*	0		0	0	0
FUNDRAISING DONATIONS	1,213,054	440,307	707,414	45,333	20,000
USER FEES	0	0	0	0	0
OTHER**	0	0	0	0	0
<b>TOTAL REVENUE</b>	<b>1,213,054</b>	<b>440,307</b>	<b>707,414</b>	<b>45,333</b>	<b>20,000</b>

\*OTHER GOVT 2018

Source	Amount	Terms
	0	
	0	
	0	
	0	
<b>TOTAL</b>	<b>0</b>	

\*\*OTHER 2018

Source	Amount	Terms
	0	
	0	
	0	
	0	
<b>TOTAL</b>	<b>0</b>	



ORGANIZATION:

Nehemiah Community Development Corporation

AGENCY ORGANIZATIONAL PROFILE

1. AGENCY MISSION STATEMENT

Nehemiah engages the greater Madison community to empower African American individuals, families and communities. Because of the need in our community and our desire to strengthen the entire Madison community we work to bring about hope, transformation and justice. Nehemiah cultivates character, leadership and economic development through culturally grounded programs that serve a wide range of audiences including youth and adults returning to our community after being incarcerated.

2. AGENCY EXPERIENCE AND QUALIFICATIONS: Specifically describe how the agency is meeting or plans to meet the following guidelines/requirements as laid out in the RFP: 1) Housing First and Low Barrier approaches; 2) Partnership and Collaboration/ Improved Coordination of Services; 3) Participation in Coordinated Entry; 4) Best Practices and Demonstrated Success; 5) Written Standards; 6) Data and Reporting.

Nehemiah has deep experience preventing homelessness among men who are returning to our community from jail or prison. We have established connections and referrals networks that engage with those we serve and ensure that our wrap around services are effectively meeting those at great risk for homelessness. Our approach aligns with the "Safe & Sound" 2016 Community Plan to prevent and end homelessness in Dane County and with the requirements set out in the RFP. Our reentry housing uses a low barrier approach, accepting as tenants individuals with poor credit and poor work history who are recently released from jail or prison. We provide supportive services including assistance in finding and retaining employment in order to help these individuals remain in stable housing. Our response to the needs of the men we serve in our transitional housing to ensure they are connected to essential services including but not limited to mental health and AODA services. As a new applicant for funds from CDD we recognize that we will have the responsibility to comply with all applicable sections of the Madison/Dane County CoC Written Standards. Our unique approach towards preventing homelessness aligns well with best practices and we have a track record of demonstrated success in preventing homelessness among formerly incarcerated men.

3. AGENCY UPDATE: Describe any significant changes or shifts the agency has experienced in the last year, or anticipates it may experience in the next few years. Changes in leadership, significant turnover in staffing, strategic planning processes, expansions or loss of funding are among the kinds of changes the City wants to be aware of. What, if any, affects will these shifts have on the agency's ability to provide contracted services? If there have been no significant changes and none are anticipated, write "no changes" in box below.

None in the last year. Nehemiah has been on a growth trajectory, increasing the number of program staff to ensure our participants receive essential services. As a part of this growth we have intentionally built our organizational capacity to ensure that those providing direct services have support for their efforts. Nehemiah does not anticipate any major changes in its leadership in the coming year nor do we anticipate any loss of significant funding.

4. COMMUNITY AND STAKEHOLDER ENGAGEMENT: Describe how you integrate, or will integrate, both community and stakeholder input into your agency's operations and program planning (e.g., input or involvement in the creation, design, implementation, and feedback for services)? How will these efforts improve your services? Include specific strategies that you will use to address client, participant and community engagement.

Nehemiah's Reentry Housing services intends to increase our involvement in the Dane County Homeless Consortium so that we can build additional connections and build a stronger referral network. We have strong working relationships with government agencies and a number of non-profits in our community and we see this grant as an opportunity to strengthen and expand those collaborations. We are very intentional about incorporating stakeholder feedback into our operations and program planning and we have a process for soliciting feedback from those we serve. We use pre- and post-surveys to gauge our impact and because we build 1x1 mentoring relationships with the men we serve we are engaged in ongoing discussions with them, reviewing their individual needs and assessing our progress towards helping them achieve their goals.

5. CAPACITY BUILDING: Please help the City understand any capacity building needs that affect your agency's ability to provide quality services. Identify three such needs that, if addressed, would assist the agency in delivering quality services. How might the City help address these needs? (INFORMATION ONLY, NOT SCORED)

Capacity building activities are defined as intentional, coordinated and mission-driven efforts aimed at strengthening the management and governance of nonprofits to improve their performance and impact. Examples of capacity building activities:

- Programmatic: program evaluation, program best-practices/improvement
- Organizational: budgeting, strategic planning, collaborative planning and relationships, administrative functions, human resources functions
- Governance: Board development, operational investments, fund development
- Cultural competency and capacity: diversity of staff, board and volunteers, language access, overall cultural competency of organization

During the last two years Nehemiah has focused on increasing its financial sustainability and improving our organizational infrastructure. We have added several part-time staff who have undertaken roles such as volunteer coordinator, communications coordinator and have hired several part-time administrative assistants. We have an individual on our staff team who is an evaluation expert and that has helped us create metrics which align with our program goals to help us measure impact. As with any nonprofit we are always open to receiving help which will increase our effectiveness in fund development and increase our operational efficiency.

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
	<b>TOTAL</b>	4	100%	0	0%		
<b>GENDER</b>							
MALE	3	75%	0	0%			
FEMALE	1	25%	0	0%			
UNKNOWN/OTHER	0	0%	0	0%			
TOTAL GENDER	4	100%	0	0%			
<b>AGE</b>							
LESS THAN 18 YRS	0	0%	0	0%			
18-59 YRS	3	75%	0	0%			
60 AND OLDER	1	25%	0	0%			
TOTAL AGE	4	100%	0	0%			
<b>RACE</b>							
WHITE/CAUCASIAN	1	25%	0	0%	80%	67%	16%
BLACK/AFRICAN AMERICAN	3	75%	0	0%	7%	15%	39%
ASIAN	0	0%	0	0%	8%	11%	28%
AMERICAN INDIAN/ALASKAN NATIVE	0	0%	0	0%	<1%	<1%	32%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	0	0%	0	0%	0%	0%	0%
MULTI-RACIAL	0	0%	0	0%	3%	4%	26%
BALANCE/OTHER	0	0%	0	0%	1%	2%	28%
TOTAL RACE	4	100%	0	0%			
<b>ETHNICITY</b>							
HISPANIC OR LATINO	0	0%	0	0%	7%	9%	26%
NOT HISPANIC OR LATINO	4	100%	0	0%	93%	81%	74%
TOTAL ETHNICITY	4	100%	0	0%			
<b>PERSONS WITH DISABILITIES</b>	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. Reflecting on the information provided in question "6", describe to what degree the composition of the agency's board composition and volunteer pool reflects the racial and cultural diversity of the residents the agency serves? If there is not a strong correlation, describe the agency's plan to improve in this area.

Nehemiah's Board of Directors reflects and racial and cultural diversity of those we serve. The majority of our board and our staff are African American, and the majority of those we serve are African American.

8. AGENCY REVENUE DETAILED BY PROGRAM

REVENUE SOURCE	2016 ACTUAL	2017 BUDGET	2018 PROPOSED	2018 PROPOSED PROGRAMS			
				A	B	C	D
DANE CO HUMAN SVCS	44,295	15,000	15,000	15,000	0	0	0
DANE CO CDBG		0	0	0	0	0	0
MADISON-CDD		0	43,276	43,276	0	0	0
UNITED WAY ALLOC	39,996	0	0	0	0	0	0
UNITED WAY DESIG	14,391	0	0	0	0	0	0
OTHER GOVT	99,360	100,000	100,000	100,000	0	0	0
FUNDRAISING DONATIONS		1,334,205	1,380,886	167,832	0	0	0
USER FEES		53,204	0	0	0	0	0
OTHER		0	0	0	0	0	0
TOTAL REVENUE	198,042	1,502,409	1,539,162	326,108	0	0	0

REVENUE SOURCE	2018 PROPOSED PROGRAMS CONT.						
	E	F					NonApp
DANE CO HUMAN SVCS	0	0					0
DANE CO CDBG	0	0					0
MADISON-CDD	0	0					0
UNITED WAY ALLOC	0	0					0
UNITED WAY DESIG	0	0					0
OTHER GOVT	0	0					0
FUNDRAISING DONATIONS	0	0					1,213,054
USER FEES	0	0					0
OTHER	0	0					0
TOTAL REVENUE	0	0					1,213,054

## 9. AGENCY EXPENSE BUDGET

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

Where possible, use audited figures for 2016 Actual. Budget and Proposed Subtotals will autofill from information you provided in the individual program budgets, Center Support and Non-City worksheets in this application.

You will receive an "ERROR" until the amounts equal the autofilled Budget and Proposed subtotals.

Account Description	2016 ACTUAL	2017 BUDGET	2018 PROPOSED
<b>A. PERSONNEL</b>			
Salary	485,619	625,518	638,028
Taxes	40,227	51,816	52,852
Benefits	0	0	60,000
<b>SUBTOTAL A.</b>	<b>525,846</b>	<b>556,716</b>	<b>602,325</b>
		ERROR	ERROR
<b>B. OPERATING</b>			
All "Operating" Costs	0	0	0
<b>SUBTOTAL B.</b>	<b>0</b>	<b>748,044</b>	<b>763,004</b>
		ERROR	ERROR
<b>C. SPACE</b>			
Rent/Utilities/Maintenance	66,500	70,280	71,687
Mortgage (P&I) / Depreciation / Taxes	33,688	22,000	20,000
<b>SUBTOTAL C.</b>	<b>100,188</b>	<b>197,649</b>	<b>145,333</b>
		ERROR	ERROR
<b>D. SPECIAL COSTS</b>			
Assistance to Individuals	0	0	15,000
Subcontracts, etc.	0	0	0
Affiliation Dues	0	0	0
Capital Expenditure	0	0	0
Other:	0	0	0
<b>SUBTOTAL D.</b>	<b>0</b>	<b>0</b>	<b>28,500</b>
			ERROR
<b>SPECIAL COSTS LESS CAPITAL EXPENDITURE</b>	<b>0</b>	<b>0</b>	<b>28,500</b>
<b>TOTAL OPERATING EXPENSES</b>	<b>626,034</b>	<b>1,502,409</b>	<b>1,539,162</b>
<b>E. TOTAL CAPITAL EXPENDITURES</b>	<b>0</b>	<b>0</b>	<b>0</b>

10. AGENCY GOVERNING BODY

How many Board meetings were held in 2016?	4
How many Board meetings has your governing body or Board of Directors scheduled for 2017?	6
How many Board seats are indicated in your agency by-laws?	NA

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

<b>Name</b>	<b>Rev/ Dr/ A;examder Gee, Jr.</b>			
Home Address	2827 Charleston Drive, Madison, WI 53711			
Occupation	Pastor & CEO			
Representing	There are no definied termrs but the average is three years			
Term of Office		From: mm/yyyy	To:	mm/yyyy
<b>Name</b>	<b>Eric Farnsworth</b>			
Home Address	3012 Woodland Trail, Middleton, WI 53562			
Occupation	Attorney			
Representing	There are no definied termrs but the average is three years			
Term of Office		From: mm/yyyy	To:	mm/yyyy
<b>Name</b>	<b>Kirbie Mack</b>			
Home Address	13 Esther Court			
Occupation	Retired			
Representing	There are no definied termrs but the average is three years			
Term of Office		From: mm/yyyy	To:	mm/yyyy
<b>Name</b>	<b>Anthony Timmons</b>			
Home Address	704 Ocean Road, Madison, WI			
Occupation	Policy Initiative Advisor Wisconsin Department of Revenue			
Representing	There are no definied termrs but the average is three years			
Term of Office		From: mm/yyyy	To:	mm/yyyy
<b>Name</b>				
Home Address				
Occupation				
Representing				
Term of Office		From: mm/yyyy	To:	mm/yyyy
<b>Name</b>				
Home Address				
Occupation				
Representing				
Term of Office		From: mm/yyyy	To:	mm/yyyy
<b>Name</b>				
Home Address				
Occupation				
Representing				
Term of Office		From: mm/yyyy	To:	mm/yyyy

AGENCY GOVERNING BODY cont.

**Name**

Home Address

Occupation

Representing

Term of Office

From:

mm/yyyy

To:

mm/yyyy

**Name**

Home Address

Occupation

Representing

Term of Office

From:

mm/yyyy

To:

mm/yyyy

**Name**

Home Address

Occupation

Representing

Term of Office

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From:

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To:

mm/yyyy

**Name**

Home Address

Occupation

Representing

Term of Office

From:

mm/yyyy

To:

mm/yyyy