



Older Adult Services

PART 1 – ORGANIZATION NARRATIVE FORM

Submit Application to: cddapplications@cityofmadison.com

Deadline: 4pm July 1st, 2024

Official submission date and time will be based on the time stamp from the CDD Applications inbox. Late applications will not 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 service area, i.e. Case Management services, Culturally Relevant services, Information, Outreach and Referral services and Independent Living Support services. Only programs that involve different participants for that service area, separate staff, a different schedule and are not an activity occurring during or as part of another program should be considered a stand-alone program with a separate application.

Responses to this RFP should be complete but succinct. Materials submitted in addition to Part 1 - Organization Narrative, Part 2 - Program Narrative(s) and Part 3 - Budget Narrative will not be considered in the evaluation of this proposal. *Do not attempt to unlock/alter this form.* Font should be no less than 11 pt.

If you need assistance related to the **content of the application** or are unclear about how to respond to any questions, please contact CDD staff: Yolanda Shelton-Morris, Community Resources Manager yshelton-morris@cityofmadison.com or Garrett Tusler, Community Development Specialist gtusler@cityofmadison.com. We are committed to assisting interested organizations understand and work through this application and funding process.

If you have any questions or concerns that are related to **technical aspects** of this document, including difficulties with text boxes or auto fill functions, please contact Garrett Tusler, gtusler@cityofmadison.com

A NOTE REGARDING APPLICANT TYPE

Every agency applying for funding must submit an organizational history narrative per program detailing their agency's background, mission, and vision. If your agency is applying for multiple programs, each program application must be submitted separately with all the required submission documents (See RFP Guidelines 1.2 Required Information and Content of Proposals)

Joint/Multi-agency Applicants

For those choosing to submit a joint/multi-agency proposal, only the designated 'lead agency' is required to complete and submit responses to questions 5-9 pertaining to partnership history, rationale for partner selection, division of roles and responsibilities, anticipated challenges, and any previous collaborations or partnerships. All other agencies participating in the joint application, listed in application as 'joint/partner agency', are still required to submit their organizational history narrative, as stated above.

Legal Name of Organization:	Urban Triage	Total Amount Requested:	\$ 150,,000
All program(s) connected to your organization:	Program Name: Supporting Healthy Elders Applicant Type: Single Agency Application Program Type: Culturally Relevant Services List Program Partner(s) (if applicable): Choose an item., , Choose an item., , Choose an item.		Amount Requested: \$ 150,000
	Program Name: Applicant Type: Choose an item. Program Type: Choose an item. List Program Partner(s) (if applicable): , Choose an item., , Choose an item., , Choose an item.		Amount Requested: \$
	Program Name: Applicant Type: Choose an item. Program Type: Choose an item. List Program Partner(s) (if applicable): Choose an item., Choose an item., Choose an item., Choose an item.		Amount Requested: \$
	Program Name: Applicant Type: Choose an item. Program Type: Choose an item. List Program Partner(s) (if applicable): Choose an item., Choose an item., Choose an item.		Amount Requested: \$
	<input checked="" type="checkbox"/> <i>If you are applying for more than four programs please contact Garrett Tusler gtusler@cityofmadison.com</i>		
Contact Person for application (Joint Applications -Lead Org):	Brandi Grayson	Email: Bgrayson@urbantriage.org	
Organization Address:	2312 S Park St Madison WI 53713	Telephone:	608 520-3062
501 (c) 3 Status:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Fiscal Agent (if no)	no

Organizational Qualifications – All Applicants:

1. Organization History and Mission Statement

Urban Triage (“UT”) started as an advocacy-focused, grassroots organization in 2015. For four years, UT operated with the support of a fiscal agent, providing resources and services to Black entrepreneurs and families (housing, advocacy, transformative education, etc.). In 2019, we gained 501(c)3 non-profit status and expanded our volunteer work, becoming funded by United Way, UWPP, and the City of Madison. By the end of 2021, Urban Triage's budget went from 200k to 15 million dollars due to COVID-19 funding. Since then, we’ve continued to grow and expand programming and our reach. We’ve allocated nearly 30 million dollars in resources and supported over 10,000 community members across Dane County. Urban Triage aims to transform culture, institutions, and communities to ensure a humane future. By addressing social determinants of health, we strive to create social and physical environments that promote good health for our most vulnerable populations.

At Urban Triage, we understand that achieving our vision requires a whole-community approach. We believe that different sectors—health, education, housing, labor, justice, transportation, agriculture, and the environment—must work together to ensure health conditions. Our approach requires changes in individuals, relationships, communities, and broader systems. It requires environmental, economic, and policy strategies, individual behavioral change, and health services. We are committed to implementing these strategies to ensure the health and well-being of our communities.

Through hands-on training and facilitation, UT offers individuals, families, and businesses an awareness of the basic structures in which they know, think, and act. Urban Triage accomplishes its objectives by engaging communities and systems at multiple levels while centering the voices of those most vulnerable. We support communities through educational programming, partnerships, entrepreneurial training, and coordinated services between partner organizations, government entities, and other community agencies.

Our Supporting Healthy Families programming was created because the assets and needs of Black and other vulnerable communities are complex and require multi-pronged approaches and initiatives to integrate for optimal outcomes. Our approach bridges critical services and service delivery gaps by using transformative education and programming to empower and inspire individuals, systems, and communities. Our strategic partnerships allow us to offer integrated priority services, specialized referral processes, and direct access points to social and economic support services. UT has spent years building social capital and trust within our communities and designing systems to serve our communities. We have also advocated for Black families, children, and other vulnerable populations by developing and managing life-changing programming.

We’ve been providing culturally specific services for about five years. As an organization many partners seek us out due to our impact and our innovative approach to supporting vulnerable populations. We have a history of working with the City of Madison on community engagement and transformative education.

2. Describe your organization’s experience implementing programming described in the Older Adult Services Policy Paper and Older Adult RFP Guidelines relevant to the programs you propose in this application. List all current older adult programs with their inception date.

Urban Triage does not have specific programming aimed at older adults. However, we have programming that services a large population of Black and vulnerable elders—including our housing programming (Rapid Rehousing-2024, Housing

Navigation Services-2024, Outreach-2020, Chronic documentation-2022, and Supporting Healthy Black Families workgroups-2017). Urban Triage's programming meets all the requirements laid out by the RFP. Our experience implementing new programming in a timely, effective, and efficient manner is demonstrated through our partnerships, the number of programs we run, the impact of the programs, and the number of community partners and community agencies collaborating with us. Unhoused Neighbor Initiative (2020): This initiative is designed to be the initial contact point for many experiencing homelessness and/or housing insecurity in the City of Madison and the Dane County area. As part of our Outreach Specialist team, we visit the community three times weekly. We locate, identify, and build relationships with people experiencing homelessness and/or housing insecurity. We provide advocacy and direct access points for homeless individuals and organizations through our partnership with the Homeless Consortium. We provide immediate support, intervention, and connections to other organizations. Through this program, we have served over 1,500 people, distributed more than 7,800 meals, and provided more than 1,200 essential bags to our unhoused neighbors. Through this program, we also offer support for chronic homelessness documentation. We work closely with the City of Madison and HSC to support chronically homeless folks with obtaining the necessary paperwork for housing and vouchers and providing advocacy and permanent housing placement. Rental Assistance Program: Dane County CORE 2.0 collaboration with the City of Madison, Community Action Coalition, and Tenant Resource Center gave us the experience to build massive programs quickly and effectively. It also provided us with the resources to support landlords and build partnerships. We have the process down to serve our community efficiently. We have served more than 4,000 families, moved more than 335 families from unhoused to housed, and distributed more than \$30 million in rental support to residents of Dane County, excluding the City of Madison. We also received funding from Rooted & Wings, which allows us to provide additional resources, including rental assistance, to those in dire need. The CORE program gave us the processes and infrastructure to support community members quickly and efficiently. Unhoused Youth Initiative: In partnership with the Youth Action Board, Briar Patch, LGBTQ Outreach, and the City of Madison. We launched this initiative to address and answer the needs of our most vulnerable youth. This program will allow us to serve youth ages 17 1/2 to 24 years old experiencing homelessness, housing insecurity, sexual violence, mental health crises, and other traumas associated with housing instability and homelessness. As a caveat to our Youth Programming and initiative, the youth participate in our Supporting Healthy Black Families transformative education workgroup as part of psychotherapy, trauma recovery, leadership development, and personal change.

Supporting Healthy Black Families (SHBF): Another strength of our organization and programs is our ability to address the underlying psychological issues contributing to housing instability through our SHBF workgroup. Our workgroup expands self-awareness and promotes a fundamental shift toward personal empowerment. Through our SHBF workgroups, we provide wrap-around services through collaborations and partnerships by connecting participants with jobs, small business clinics, legal support, psycho-therapy, and housing. UWDC funds support our SHBF programs. More than 400 people have been through our SHBF workgroup, with 87% saying the workgroup transformed their lives and 73% becoming economically stable after graduating from our workgroup.

Our organization develops systems, processes, supports, programs, and outreach with the explicit goal of working to subvert and remedy the various factors affecting the ability of vulnerable people to thrive. Our transformative education curriculum equips participants with tools and resources that help them understand and effectively navigate systems. Participants achieve breakthroughs by learning to detach from scripts & narratives that lead to compounded trauma and replace negative thinking patterns with new patterns that foster agency, responsibility, empowerment, increased self-efficacy, and investment in themselves, their families, and their community.

Our program design enhances the scope of navigation support and the trauma recovery continuum. Our partnerships provide clients with a single point of contact for multiple health and social services systems and advocacy and flexibility, and we are community-based and client-oriented. We also assist participants with needs related to housing stability. Our

staff recognizes the importance of family, social networks, community systems, and self-help groups in treatment and recovery. Whether our clients are recovering from abuse, surviving poverty, or identifying with AODA, our staff recognizes the importance of community.

Our processes and structures ensure clients feel heard, accepted, and not judged. We understand diverse cultures and incorporate the relevant needs of culturally diverse groups and people who are differently abled into our practices. We know the value of an interdisciplinary approach to supporting folks who are surviving poverty. To be successful, our staff thoroughly and critically examine community resources to determine what forms of assistance are available to participants and how advocacy efforts can help clients attain necessary aid. In addition, outreach is done to verify resource availability and to connect with community members. Our staff is in the community at least 2x a week, flyering (at barber shops, apartment living complexes, community centers, churches, salons, grocery stores, etc.) and doing community pop-ups at apartment complexes, libraries, community centers, and community events.

3. Describe any significant changes or shifts at your agency since 2022 or anticipated changes in the next two years. For example, changes in leadership, turnover of management positions, strategic planning processes, expansion or loss of funding. What, if any affects have or will these changes make regarding the agency's ability to provide proposed services? If there are no changes, write "No changes".

Urban Triage shifted from having one of the largest contracts in Dane County for rental support to providing intensive case management and serving those defined by HUD as homeless. Like other non-profits, our organization has faced many funding, resource constraints, and mission alignment challenges, contributing to high staff turnover rates over the first two and half years of Urban Triage's inception. We're a relatively new organization, and we started by hiring whoever would work for us as we had limited funding. We aimed to get programs up and running as quickly as possible, as our work began during COVID-19. As the dust settled, it became apparent to us and staff that not everyone aligned with our mission or with doing trauma recovery work. In addition, once CORE funding expired and we had to switch staff to different departments and roles, we lost four staff members who were not interested in working outside of rental assistance as our organization moved towards case management, homeless advocacy, and youth work. We also struggled with providing the on-hand support and development required to support staff hired because of their lived experience and who needed more than normal personal and professional development. As we've evolved, we've hired a program director and two program managers, increasing in-house professional and personal development. We also have a more efficient hiring and vetting process for applicants, which has decreased our turnover rate to 16%. We also hired a Director of Development. This position set empty for two years. Their role is to support Urban Triage in fundraising and sustainability, aligning our development plan with our strategic plan, created in the summer of 2022 by our Board of Directors and CEO. All these changes support Urban Triage's ability to provide the proposed services effectively.

4. Describe your organization's experience, education, and training requirements for management and older adult services program staff. Include how you support these requirements and other professional development opportunities.

Urban Triage is culturally responsive in all we do. Our organization is unapologetic in centering Black families and other vulnerable populations, their needs, and communities. Our programs include positive racial socialization strategies, messages, and techniques to help promote trust, social capital, and resilience in the most vulnerable communities. Racial socialization provides vital protective factors, including positive racial identity attitudes, self-esteem, and lower internalizing behaviors, including depression, anxiety, and anger. Our intentional framework moves marginalized populations from victims to victors with the support of those who look like them and have been in the same shoes.

Our staff is provided with personal development and personal change training, trauma recovery, wellness initiatives, and psychotherapy with the understanding that we must teach not only transformative leadership but also be

transformative. We recognize trauma's role in an individual's life, including our staff. As such, all Urban Triage staff undergo our personal leadership, advocacy, and development training, "Supporting Healthy Families." This training cultivates and sustains an organizational culture of service, self-analysis, trauma-informed care, leadership, and action. The Workgroup experience equips staff with the skills needed to engage with individuals in a person-centered approach, utilizing a housing-first philosophy and the tools to practice and prioritize self-care to combat burnout and the effects of secondary trauma. The trauma-informed portion of the workgroup addresses the trauma experienced in an individual's life, the historical trauma faced as a result of racism, and how it impacts people's day-to-day lives.

Our in-house workgroup is 1/week. We have guest speakers and take workshops together to enhance our skills--including de-escalation, communication, and professionalism. We hire the people we serve. We believe that lived experiences are more powerful than education. Skills can be taught; empathy, compassion, and the ability to relate to the people we serve can not be taught. Our staff must be able to see older adults as their grandmothers or aunts--to ensure compassion, care, and a desire to support participants in navigating systems successfully.

Urban Triage's mission is to transform culture, institutions, and communities to ensure a humane future. We do this by empowering Black and other marginalized families and individuals, fostering self-sufficiency, advocating for systemic change, and mobilizing community resources and opportunities. We don't have direct experience with older adult programming. However, we have experience serving older adults in our housing programs, including chronic documentation. Our Housing Navigation program predominately serves older adults, as older homeless adults are more likely to be reached through day shelters and street outreach. In addition, due to our work with the homeless population, the number of participants who are older adults in our Supporting Healthy Black Families Workgroup has increased. Our Supporting Healthy Elders (SHE) program will allow us to tailor our current workgroup to align with the specific needs of older adults, including basic computer education, physical movement, access to healthcare and medication, and system navigation, which aligns seamlessly with our mission as it is designed to support the empowerment of Black and other marginalized communities through education, access points, mental wellness, and the development of coping skills. By providing a structured environment where participants can learn, grow, and heal, our Supporting Healthy Elders program directly contributes to fostering trauma recovery and wellness. Furthermore, the program's advocacy and community engagement emphasize our commitment to systemic change. Through collaboration with local organizations and stakeholders, the program aims to mobilize resources that address the specific needs of Black elders, thereby promoting equity and opportunity within the community. Overall, the program embodies the essence of our mission by actively working to uplift and transform lives through dedicated support and empowerment initiatives. We have a strong track record of providing inclusive and culturally sensitive programs that cater to the diverse needs of individuals from all backgrounds. With a team composed of professionals who are not only well-versed in cultural competency but also reflect the diversity of the community they serve, We are uniquely positioned to offer services that are welcoming and affirming to all. Staff members undergo regular training in anti-racism, trauma-informed care, and intersectionality to engage effectively and support participants from various cultural backgrounds. Our commitment to hiring practices prioritizing diversity further enhances our ability to connect with and understand the experiences of those it serves. In addition to our experienced and qualified team, we actively seek feedback from program participants and community stakeholders to improve our services continually. This feedback informs the development of targeted initiatives designed to eliminate barriers to participation and create an environment where everyone feels valued and understood. For instance, we offer materials and resources in multiple languages as needed and ensure that program spaces are accessible and respect different cultural practices and norms. To build on these strengths, we have a network of community partnerships that further enhance our cultural responsiveness. This includes organizations specializing in serving various ethnic and cultural groups, broadening the scope of expertise and perspectives within its programs. These partnerships include Black Men Coalition, Freedom Inc., and House Inc. Additionally, we invest in advanced training for staff on emerging issues related to equity and inclusion, ensuring that we remain at the forefront of best practices in serving a multicultural population. By continuously refining our approach and embracing the richness of diversity, we demonstrate a genuine and ongoing commitment to creating programs that are not just welcoming but also empowering for persons of all backgrounds and cultures. We also bring a wealth of experience and qualifications to

implementing programs that address the needs of adults, particularly in mental health and well-being. We have a history of successfully managing initiatives that focus on empowering adults and their families through education, support services, and advocacy. Our team is adept at creating safe and nurturing environments where participants can thrive, drawing on evidence-based practices and culturally relevant approaches to foster resilience and promote mental wellness. Our Supporting Healthy Elder staff dedicated to this initiative will be carefully selected for their system navigation and mental health expertise. Expected qualifications include experience in social work, case management, and homecare, focusing on elder care and system navigation. Staff members will also have substantial experience working directly with older people in community settings, providing trauma-informed interventions tailored to the unique challenges older adults face. The level of qualification will ensure that the program staff are knowledgeable and equipped with the practical skills necessary to make a meaningful difference in the participants' lives. We recognize the importance of continuous professional development. We will ensure that new hires meet these stringent criteria and that existing staff receive ongoing training to stay current with the latest research and best practices in the field. By combining a team of highly qualified professionals with our established framework for delivering impactful programs, the proposed initiative is poised to make significant strides in enhancing the mental health and well-being of older adults in the community.

JOINT/MULTI-AGENCY APPLICATIONS ONLY – Lead Agency Applicant responses

Program name:

Program type: Choose an item.

List All Joint/Partner Applicants for this Program:

5. Provide a brief overview of your partnership history with the collaborating agency/agencies. When and how did this partnership begin, and what collaborative initiatives have you undertaken together in the past?
6. Explain the rationale behind choosing to partner with the specific agency/agencies identified in this application. What unique strengths or resources does each organization bring to the partnership, and how do these complement one another?
7. Describe the division of roles and responsibilities between your organization and the collaborating agency within the proposed program. How will each partner contribute to program design, implementation, and evaluation?
8. Outline any challenges or barriers you anticipate encountering as a result of the partnership, and how you plan to address these collaboratively.
9. Detail any previous collaborations or partnerships with other organizations serving older adults, if applicable. What lessons or insights have you gained from these experiences that will inform your approach to this partnership?



Older Adult Services 2024 Request for Proposals

PART 2 - Program Narrative Form

Submit Application to: cddapplications@cityofmadison.com

Deadline: 4:30 p.m. (CDT) on July 1st

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

Part 2 – Program Narrative Form MUST be completed for EACH PROGRAM for which you are asking for funds.

Responses to this RFP should be complete but succinct. Materials submitted in addition to Part 1 - Organization Narrative, Part 2 - Program Narrative(s) and Part 3 - Budget Narrative will not be considered in the evaluation of this proposal. *Do not attempt to unlock/alter this form.* Font should be no less than 11 pt.

Joint/Multi-Agency Applicants

Only the designated 'lead agency' is required to submit the Program Narrative form on behalf of all identified partners listed in the application for applicants choosing to apply through a joint application.

If you need assistance related to the **content of the application** or are unclear about how to respond to any questions, please contact CDD staff: Yolanda Shelton-Morris, Community Resources Manager yshelton-morris@cityofmadison.com or Garrett Tusler, Community Development Specialist gtusler@cityofmadison.com. We are committed to assisting interested organizations understand and work through this application and funding process.

If you have any questions or concerns that are related to **technical aspects** of this document, including difficulties with text boxes or auto fill functions, please contact Garrett Tusler – gtusler@cityofmadison.com

Program Name:	Supporting Healthy Elders	Total Amount Requested for this Program:	\$ 150,000
Legal Name of Organization:	Urban Triage	Total amount Requested for Lead/Single Applicant	\$ 150,000
Legal Name of Partner(s) (Joint/Multi-Agency Applicants only):		Total Amount Requested for Partner 1:	\$
		Total Amount Requested for Partner 2:	\$
		Total Amount Requested for Partner 3*:	\$
Program Contact:	Brandi Grayson	Email:	Bgrayson@urbantriage.org
		Phone:	608-520-3062
Program Type: Select ONE Program Type for this form.			
<input type="checkbox"/> Case Management Services <input checked="" type="checkbox"/> Culturally Relevant Services <input type="checkbox"/> Independent Living Support Services <input type="checkbox"/> Outreach, Information, and Referral Services <p>PLEASE NOTE: Separate applications are required for each distinct/stand-alone program. Programs are considered distinct/stand-alone if the participants, staff and program schedule are separate from other programs, rather than an activity or pull-out group.</p>			

*Click or tap here to enter text.

1. PROGRAM OVERVIEW

- A. **Need:** Briefly describe the need in the City of Madison for the programs included in this application, including the source of the data used in your response.

Every day, the aging population is growing at a rapid pace. In the next three years, nearly 10 million boomers will turn 65, and by 2030, a staggering 73 million—or one in five—people in America will be 65 or older (n4a's 2018 Policy Priorities, page 1). By 2035, communities must be prepared to address these demographic realities when—for the first time in the nation's history—the population of adults age 60+ will outnumber children under 20 (Preparing for an Aging Nation, n4a Annual Report 2016-2017). This rapid shift underscores the need for culturally specific support and programming tailored to older adult needs. The KFF Survey on Racism, Discrimination, and Health National Institute on Aging (NIA) Health Disparities Research Framework Health and Retirement Study found that older Black adults are more likely to report unfair treatment or disrespect from health care providers, with 11% saying they experienced such treatment in the past three years, compared to 1% of older White adults. Additionally, half of older Black adults, four in ten older Hispanic adults, and one-third of older Asian adults report adopting vigilant behaviors, such as preparing for insults or feeling they need to be careful about their appearance to avoid discrimination during health care visits. Also, according to this survey, older Black adults are more likely to report problems paying for health care. In addition, older Black adults experience a more rapid decline in

physiological function and are more likely to have higher rates of chronic conditions, such as hypertension, and hospital admissions. Research has also shown that social and economic factors contribute to this decline and that older Black adults begin with a higher number of risk factors for diabetes, heart disease, and stroke. The Race to Equity Report 2023 findings mirrored the KFF survey. The workgroup, with its comprehensive approach, is designed to provide advocacy support, system navigation support, trauma recovery, and transformative education that empowers and inspires participants—dealing head-on with the challenges faced by older adults, specifically access to healthcare, prescription drugs, and systematic racism. Our workgroup increases access to services, resources, and support, offering a beacon of hope for increasing overall well-being and community engagement. Incorporating PTSS (post-traumatic slave syndrome) insights, the initiative encourages Black older adults & other vulnerable populations to reject narratives that disempower them and embrace empowering behaviors by building community and enhancing emotional support. Emotional bonds formed within our workgroups have been shown to improve mental and emotional stability, access to resources, housing stability, and increased health through enhanced social connectedness. Our workgroup is a 90-day workgroup held at a living assistant complex and/or our south location. We'll meet with participants in a group setting 1/week for 2 hours. Providing lunch, transportation if needed, and direct access points to services. In addition, participants will learn near skills and tools for navigating systems. In addition, participants will learn history and basic computer skills and participate in ceramic making, walks, and other group outings. Building community, social cohesion, and emotional connection. Participants will also receive a weekly stipend of \$50 for participating, contributing to their ability to access medications and other economic needs. According to the World Health Organization, when older adults have their emotional, social, and system needs met, they experience a range of positive outcomes that contribute to their overall well-being and quality of life. Meeting these needs is crucial for promoting healthy aging and ensuring older adults thrive.

Emotional Well-being:

- Improved Mental Health: When older adults have their emotional needs met, they are more likely to experience improved mental health outcomes. This includes reduced feelings of loneliness, depression, and anxiety.
- Enhanced Resilience: Meeting emotional needs can help older adults develop resilience in the face of challenges and stressors. They are better equipped to cope with life's ups and downs.
- Increased Life Satisfaction: Emotional well-being contributes to a higher overall sense of life satisfaction and contentment in older adults.

Social Connections:

- Reduced Isolation: Meeting social needs helps older adults avoid social isolation, a significant risk factor for poor health outcomes. Strong social connections promote feelings of belonging and support.
- Enhanced Cognitive Function: Social interactions stimulate cognitive function and may help prevent cognitive decline in older adults. Engaging with others can keep the mind sharp.
- Improved Physical Health: Strong social networks have been linked to better physical health outcomes in older adults. Social connections can encourage healthy behaviors and provide emotional support during illness or recovery.

System Needs:

- Access to Resources: Meeting system needs ensures that older adults access essential resources such as healthcare, transportation, housing, and community services. This support network is vital for maintaining independence and quality of life.
- Financial Security: Addressing system needs can help older adults achieve financial stability. Including access to affordable housing options and assistance programs.
- Sense of Safety and Stability: Older adults feel a greater sense of safety and stability when their system needs are met in their living environment. According to the Race to Equity Report 2023, this promotes peace of mind and reduces stress related to necessities.

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

Our program aims to increase the overall well-being of older adults by increasing their emotional well-being, social connectedness, and access to resources. Our program aligns perfectly with the City of Madison's goal to create the

necessary conditions for older adults in Madison to age successfully. Encompassed to ensure that “Individuals and families at-risk or in crisis can access services to meet immediate and/or basic needs” is the desire to see that older adults have services and activities that can help them avoid disease and disability, maintain high physical and cognitive function, and reduce social isolation. Our workgroup addresses all areas of the RFP. Our workgroup is culturally relative. Our organization has served marginalized populations in poverty over the last five years. We've developed and implemented innovative initiatives with the City of Madison, Dane County, WEDC, and HUD. Due to our grassroots beginnings and impactful programming, we have the social capital, community reach, and engagement that other organizations do not have. Most importantly, our workgroup addresses the overall well-being of low-income Black older adults who are at a higher risk within our communities to be disproportionately impacted by aging due to systematic racism and economic disadvantages.

C. Program Summary (3-5 sentences):

As indicated by the data, the aging population is rapidly growing, and there is a huge need for culturally specific support programs for older adults. Older Black adults face unfair treatment in healthcare housing and are more likely to report problems navigating systems. To address these challenges, our 90-day workgroup will be modified to provide culturally specific advocacy support and trauma recovery, focusing on increasing access to healthcare, group activities, and support services. The workgroup aims to enhance the emotional support community and provide social activities for older adults. These efforts are crucial for promoting healthy aging and ensuring older adults thrive.

2. POPULATION SERVED

A. Proposed Participant Population: Describe the intended service population that will be impacted by this program (e.g., location, ages, race/ethnicities, income ranges, English language proficiency, if applicable etc.) AND how this population was involved in the development of this program proposal.

The population we intend to serve is predominately Black older adults located in the City of Madison. Everyone will be welcomed, and our target population will be Black elder adults living in areas with concentrated poverty, including South Madison and North Madison. The target group will be 55 and up at or below 80% of AMI. Older adults were involved in designing our workgroup when we initially developed Supporting Healthy Black Families workgroups. Our workgroup was cultivated and informed by the data presented by the Black Women Wellness Foundation, the Race to Equity Report and community engagement sessions, and direct observation through community work and organizing. Themes from the data is that the stress of navigating systems, not feeling connected to a community, knowing where to go for support, and feeling seen and heard needed to be addressed in community programming. From that information, our workgroup was birthed to provide a holistic approach to the overall well-being of people known as Black.

B. 2023 Participant Demographics (if applicable):

Race	# of Participants	% of Total Participants
White/Caucasian		
Black/African American		
Asian		
American Indian/Alaskan Native		
Native Hawaiian/Other Pacific Islander		
Multi-Racial		
Balance/Other		
Total:		

Ethnicity		
Hispanic or Latino		
Not Hispanic or Latino		
Total:		
Gender		
Man		
Woman		
Non-binary/GenderQueer		
Prefer Not to Say		
Total:		

Comments (optional):

- C. Language Access and Cultural Relevance: Please describe how the proposed program will serve non-English speaking older adults. Describe how the proposed program will be culturally relevant to the population served.

Urban Triage Inc. is dedicated to fostering inclusivity and ensuring equitable access to our services for all individuals, regardless of language barriers. As part of our commitment to transforming culture, institutions, and communities for a humane future, we recognize the importance of providing language access to over 100 different languages, but with a primary focus on Spanish and Hmong speakers, to members of the communities we serve. We've developed a language access plan that includes translation services, staff training, and the identification of language needs. FYI, 100% of participants in our workgroups speak English.

Our workgroup is culturally relevant based on the framework we use. Utilizing the framework of Dr. Joyce DeGruey's PTSS. Our model looks at the seemingly insurmountable obstacles that African Americans have faced and are facing as a result of the ongoing and persistent trauma. Our model focuses on adaptive behaviors that were developed as a result of the trauma—both positive and negative—that have allowed Black people to survive & often even thrive. In Dr. DeGruey's strength-based model, the first step is to reevaluate those adaptive behaviors passed down through generations and, where appropriate, replace maladaptive behaviors with ones that promote and sustain healing. This is achieved through transformative education and personal development. Looking at history, system analysis, and building community and social cohesion.

- D. 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/or assessment procedure you will use for this program.

We plan to work with assisted living complexes to bring our workgroups directly to their residents. In addition, Urban Triage does community outreach and engagement 2X week. We have a team of staff who go out to the community to inform community members of our programs. Our outreach is based on 3 strategies: 1. Flyering areas that our targetted population is likely to visit, such as pantries, churches, community centers, apartment complexes, libraries, salons, barber shops, etc. 2. Distributing 1000 flyers a week; and 3. partnership and collaboration.

We have an application process in which we ask questions regarding needs, demographics, wages, and what they desire to obtain from the workgroup. Our requirements will be limited to age and income. Each workgroup will have a maximum of 15 participants, first come, first served, due to the intense nature and cost of serving those who are struggling with poverty. Additional applicants will be put on a waitlist for the next cohort.

3. PROGRAM DESCRIPTION AND STRUCTURE

- A. **Activities:** Describe your proposed program activities. If applicable, describe any evidence, research, proven curriculum, standards, or documentation of promising practice that supports the programming or service proposed.

Evidence-based models for enhancing older adults’ lives focus on interventions and programs that have been proven effective through rigorous research and evaluation. According to Anderson, S., & White, D. (2019), these include physical activities, cognitive activities, and social engagement. Chronic Disease Management in Older Adults: Evidence-Based Strategies. Print.

Our workgroup provides components of all three. Activities include walking, arts and crafts, movie night (day), education, problem-solving, journaling, and group settings and events. In addition, our curriculum includes system navigation, history, grounding exercises, somatic work, advocacy, and direct access points to services. The workgroup will meet 1/week, either Thursday or Saturday, depending on the launch date of the workgroup (funding) and when our other workgroups that are currently running end. The workgroup will be at 2312 S Park St, Madison, WI 53713. We will work to partner with assisted living complexes to run workgroups at their complexes for ease and engagement.

- B. **Program/Service Schedule:** If you are proposing to provide a 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

Day of the Week	Start Time	End Time
Monday		
Tuesday		
Wednesday		
Thursday	12:00 PM	2:00 PM
Friday		
Saturday	12:00 pm	2:00 pm
Sunday		

Table 2 (optional)

Day of the Week	Start Time	End Time
Monday		
Tuesday		
Wednesday		
Thursday		
Friday		

Saturday		
Sunday		

If applicable, please list the third location and any subsequent locations. Include the specific program schedule(s) differences as compared to the programs included in the tables above.
Unknown. Partnerships at assisted living complexes are contingent on funding.

4. ENGAGEMENT COORDINATION AND COLLABORATION

- A. Family Engagement: Describe how your program will engage caregivers, guardians, and/or family of participants in the development of this proposal, and how they will be involved in the implementation and assessment of the program activities.

With the participants' permission, we'll add caregivers and guardians to all communication regarding our workgroups, offering opportunities for family participation and ensuring their awareness of our work and our meeting schedule. Supporting Healthy Black Families, workgroups were created due to community members' feedback through organizing and community engagement sessions regarding what Madison needs to feel safe and ok. The feedback included accessible Black spaces for Black people and families to go to & get support. A space where they could learn and grow and not be judged. A space that reflected their competence to them. A space led by the people for the people. A space where all Black people were welcomed. A place where you can vent and be mad without being judged. A place where they could learn about themselves and build a deeper understanding of the world around them. From that feedback, SHBF was created. We give assessments/evaluations at the beginning of our work groups, halfway through, and at the end to quantify the effectiveness of our curriculum and to receive feedback on how and where we can improve. We also send a 3-month and 9-month follow-up assessment to graduates to quantify the long-term effects of our workgroup.

- B. Neighborhood/Community Engagement: Describe how your program will engage neighborhood residents or other relevant community stakeholders in the development of this proposal, and how they will be involved in the implementation and assessment of the program activities.

The work of engagement has been done, and we, as an organization, are continuously in contact with the community we serve due to the work we do in the community. We will alert stakeholders of the work's impact through our newsletters, evaluations, digital marketing, and videos. Participants of workgroups will be assessed, and partnering organizations will be given surveys on how the program is going from their perspective. We'll work with partner agencies to coordinate services, events, and field trips. We'll also coordinate with community partners to offer base computer and social media training.

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

Note: Agencies listing a partner/collaborator below in addition to any 'joint/partner applicant' (if applicable) for their program should include a letter of commitment/support from the agency partner highlighting the ways in which the agency will support the program.

Partner Organization	Role & Responsibilities	Contact Person	Signed MOU (Yes/No)?
----------------------	-------------------------	----------------	----------------------

Our Generations	Therapy Services		YES

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

How do these partnerships enhance this proposal?

Our partnerships are MOU partnerships, though we have some MOUs. However, our partnerships are based on community relationships. For example, Urban League has supported Urban Triage since our inception with no MOU. They provide us with space, printing, and direct access points to their training and fatherhood programs. They also sponsor our events and allow us to market in their building. Black Men Coalition, no official MOU, provides job placement and is sometimes able to help clients who are sex offenders find housing. Mt Zion church allows us to do a pop-up every 3rd Sunday, where we talk with church members about our services and support, but there is no MOU. Partnerships and relationships make everything we do as an organization possible. And the City of Madison has to understand that not all partnerships are in writing. Catalyst for Change provides co-signing to some of our clients, and there's no official MOU--just a mutual understanding of how we support one another in serving our community.

What are the decision-making agreements with each partner?

We send direct referrals via email and phone and do a soft handoff to clients. We also invite community partners to present during our workgroup.

- D. Resource Linkage and Coordination: What resources are provided to participants and their families/loved ones by your proposed program/service? How does the program coordinate and link participants to these resources?

Advocacy is provided via our staff. Weekly stipends are provided. We also offer housing support (financial) when funding allows; we connect participants to resources like job placement psychotherapy, help participants complete paperwork, and refer them to other programs within Urban Triage when applicable. We'll also help clients obtain food from River Food Pantry. And access support around medication through a partnership with the homeless consortium. We coordinate services by meeting with participants outside of group settings when requested, making calls with them, sending emails on their behalf, and using our social capital to advocate for participants. Our staff is well-versed in community resources due to the work we do in housing and case management. We know who to call within systems and agencies to get things done. We have relationships within UW Hospital and Meriter, which allows us to support our participants in receiving the healthcare services they deserve.

5. PROGRAM QUALITY, OUTPUTS, OUTCOMES AND MEASUREMENT

A. Program Outputs - Unduplicated Older Adults and/or Program Hours

Total Annual Unduplicated Older Adults served through proposed program/service: **60**

Total program/service hours annually: **200**

B. Program Outcomes

Please describe the data and the data source used to choose your outcome objectives.

- 75% of participants will experience an increase in social cohesion
- 75% of participants will enhance their ability to navigate systems
- 75% of participants will experience an increase in emotional wellbeing

The data used as outcomes is rooted in evidence-based models that say improving older adults' emotional well-being, community connectedness, and system navigation leads to increased well-being and positive health outcomes.

Using the drop-down menu, please select the **Program Outcome #2** for your proposed program(s), listed under each respective funding priority found in RFP Guidelines 1.6 Measurements of Success, that you will track and measure. Complete the table(s) below.

Outcome Objective #1: 75% of clients/participants report that the services/assistance they receive help them achieve the quality of life that they desire.				
Performance Standard	Targeted Percent	75%	Targeted Number	45
Measurement Tool(s) and Comments: Evaluation/Survey				

Outcome Objective #2: Culturally Relevant Services Outcome - At least 75% of older adults served access Older Adult Activities programs that improve 1) their physical and mental health, 2) their ability to engage with their community, and/or 3) their ability to avoid disease an				
Performance Standard	Targeted Percent	75%	Targeted Number	45
Measurement Tool(s) and Comments: Evaluations/survey				

Outcome Objective #3 (optional):				
Performance Standard	Targeted Percent		Targeted Number	
Measurement Tool(s) and Comments:				

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

C. Data Tracking: 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?

We use Keela, a CRM. It tracks surveys, applications, and interactions. Our expenses are tracked using Quickbooks and Bill.com.

6. PROGRAM LOCATION

- A. Address(es) of the site where programs/services will occur:
2312 S Park St Madison WI 53713
- B. Drawing upon the insights outlined in RFP Guidelines 1.5 Equity Priority Areas, please elaborate on your agency's strategies for integrating this information into developing your proposed program/service. Furthermore, please explain on how your program/service will effectively reach and support individuals residing within or close to Equity Priority Areas. Please list any collaborations with existing agencies dedicated to serving and/or operating within the identified areas if applicable.

Equity priority areas in Madison, Wisconsin, refer to specific neighborhoods or regions identified as having disparities in access to resources, opportunities, and services based on race, income, education, and housing. These areas are typically targeted for focused interventions and investments to address inequities and promote greater social justice and equality. South Madison and North Madison are our workgroup's primary focus areas. It's where most of our outreach will be made. As mentioned above, we work with many agencies, including North Pointe Apartments, Vera Court Community Center, River Food Pantry, Sherman Church, etc. However, we don't have MOUs; we have relationships that provide direct access to community members for outreach and engagement. They also have direct access points and people within our organization that they call when they have questions or need support for a family. Often if agencies can't assist our families or us--they direct us to other resources or relationships.

7. PROGRAM STAFFING AND RESOURCES:

- A. Program Staffing: Full-Time Equivalent (FTE) – Include employees, AmeriCorps Senior members and Interns with direct program implementation responsibilities. FTE = % of 40 hours per week.

*Use one line per individual employee

Position Title	Qualifications or Required Training	Location(s)
Program Director	MBA in business and social work	Wilson St
Engagement Coordinator	5 years in non profit working with vulnerable populations	Park St
Facilitator	CEO/Founder 20 years of direct service and program development and implementation	Bulter St
Program Support	Administrative support and 3 years experience working with vulnerable populations	Park St

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

n/a

- B. Other program Resources/Inputs (such as program space, transportation or other resources necessary for the success of your program):

Transportation, space, books, food, stipends, financial support, staff and fringe benefits, accounting, printing, marketing, outreach, contractors (to provide specialized training), and cost of outings/events.

8. BUDGET

- A. 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 program. The Cover Page, Organizations Overview and relevant Program Budgets must be submitted with this document for a proposal to be complete.

Joint/Multi-Agency Applications

- B. All Joint/Partner Agencies listed on page 2 of this Program Narrative form must also complete a Budget Narrative form to be submitted alongside all required materials.

The budget template and budget narrative can be found on the [CDD Funding Opportunities website](#).

9. If applicable, please complete the following:

- A. 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.
n/a

- B. Disclosure of Contract Failures, Litigations

Disclose any alleged significant prior or ongoing contract failures, contract breaches, any civil or criminal litigation.
n/a

APPLICATION FOR 2024 OLDER ADULT SERVICES PROGRAMS

1. ORGANIZATION CONTACT INFORMATION

Legal Name of Organization	Urban Triage
Mailing Address	2312 S Park St Madison WI 53713
Telephone	608 520 3062
FAX	
Director	Brandi Grayson
Email Address	bgrayson@urbantriage.org
Additional Contact	Charnice Anderson
Email Address	Canderson@urbantriage.org
Legal Status	Private: Non-Profit
Federal EIN:	84-329-7905

2. PROPOSED PROGRAMS

Program Name:	2025		If currently City funded	
	Letter	Amount Requested	2024 Allocation	Joint/Multi Application - SELECT Y/N
Supporting Healthy Elders	A	\$150,000		No
Contact:	Brandi Grayson			
	B			
Contact:				
	C			
Contact:				
	D			
Contact:				
	E			
Contact:				
TOTAL REQUEST		\$150,000		

DEFINITION OF ACCOUNT CATEGORIES:

Personnel: Amount reported should include salary, taxes and benefits. Salary includes all permanent, hourly and seasonal staff. 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 cost

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 counsel service to an individual practitioner; the agency is a fiscal agent for a collaborative project and provides payment to other agency

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.

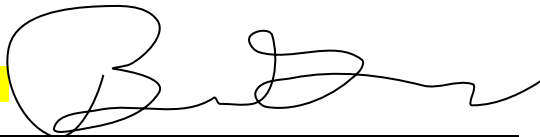
CITY OF MADISON CONTRACTS

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: Brandi Grayson

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

DATE 7 1 2024

INITIALS: bg

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7. AGENCY GOVERNING BODY

How many Board meetings were held in 2023	9
How many Board meetings has your governing body or Board of Directors scheduled for 2024?	12
How many Board seats are indicated in your agency by-laws?	7

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

Name	Brandi Grayson			
Home Address	2540 St Albert the Great Dr Sun Prairie WI 53590			
Occupation	CEO			
Representing	President			
Term of Office		From: 04/2020	To:	Present
Name	Dana Pellebon			
Home Address	2764 Osmundsen Rd			
Occupation	Executive Director			
Representing	VP			
Term of Office		From: 09/2023	To:	Present
Name	Juan José Fonseca Angel			
Home Address	132 E. Wilson St. # 807, Madison WI 53703			
Occupation	Attorney			
Representing	Member			
Term of Office		From: 09/2022	To:	Present
Name	Catherine Orr			
Home Address	4607 Tonyawatha Trail, Monona, WI 53716			
Occupation	Professor			
Representing	Secretary			
Term of Office		From: 09/2022	To:	present
Name	Alex Lindermeyer			
Home Address				
Occupation	Owns Resturant			
Representing	Treasurer			
Term of Office		From: 04/2020	To:	present
Name	Jessica Snyder			
Home Address	6005 Mayhill Drive, Madison WI 53711			
Occupation	Medical Biller			
Representing	member			
Term of Office		From: 09/2022	To:	present
Name	Kayla Conklin			
Home Address				
Occupation	Human Resource Specialist			
Representing	Member			
Term of Office		From: 09/2022	To:	present
Name	Sage Wells			
Home Address	3524 Blackhawk Dr, Madison wi 53705			
Occupation	Owns Civic Media			
Representing	member			
Term of Office		From: 09/2022	To:	present

AGENCY GOVERNING BODY cont.

Name	Charlene Clay			
Home Address	3721 Manchester Rd			
Occupation	Community Engagement Director MG&E			
Representing	member			
Term of Office		From: 07/2023	To:	present
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
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Term of Office		From: mm/yyyy	To:	mm/yyyy
Name				
Home Address				
Occupation				
Representing				
Term of Office		From: mm/yyyy	To:	mm/yyyy

****Instructions: Complete this workbook in tab order, so the numbers will autofill correctly. Only fill in the yellow cells. Only use whole numbers, if using formulas or amounts with cents, convert to whole number before submitting to CDD.**

Please fill out all expected revenues for the programs you are requesting funding for in this application. All programs not requesting funding in this application, should be combined and entered under NON APP PGMS (last column)

REVENUE SOURCE	AGENCY 2025	PROGRAM A	PROGRAM B	PROGRAM C	PROGRAM D	PROGRAM E	NON APP PGMS
DANE CO HUMAN SVCS	1,136,519						1,136,519
UNITED WAY DANE CO	100,000						100,000
CITY CDD (This Application)	150,000	150,000					
City CDD (Not this Application)	764,000						764,000
OTHER GOVT*	920,662						920,662
FUNDRAISING DONATIONS**	270,000						270,000
USER FEES	0						
TOTAL REVENUE	3,341,181	150,000	0	0	0	0	3,191,181

*OTHER GOVERNMENT: Includes all Federal and State funds, as well as funds from other counties, other Dane County Departments, and all other Dane County cities, villages, and townships.

**FUNDRAISING: Includes funds received from foundations, corporations, churches, and individuals, as well as those raised from fundraising events.

Enter all expenses for the programs in this application under the PGM A-E columns. Enter the amount you would like the City to pay for with this funding under the CITY SHARE

****Use whole numbers only, please.**

ACCOUNT CATEGORY	AGENCY 2025	TTL CITY REQUEST	PGM A	CITY SHARE	PGM B	CITY SHARE	PGM C	CITY SHARE	PGM D	CITY SHARE	PGM E	CITY SHARE	NON APP PGMS
A. PERSONNEL													
Salary	1,545,890	75,000	100,000	75,000									1,470,890
Taxes/Benefits	175,000	9,430	20,000	9,430									165,570
Subtotal A.	1,720,890	84,430	120,000	84,430	0	0	0	0	0	0	0	0	1,636,460
B. OTHER OPERATING													
Insurance	8,000	0	2,000	0									6,000
Professional Fees/Audit	154,000	25,000	25,000	25,000									129,000
Postage/Office & Program	40,000	0	700	0									39,300
Supplies/Printing/Photocopy	16,900	0	1,500	0									15,400
Equipment/Furnishings/Depr.	15,000	5,000	5,000	5,000									10,000
Telephone	3,600	0											3,600
Training/Conferences	18,000	5,000	5,000	5,000									13,000
Food/Household Supplies	60,000	0											60,000
Travel	20,000	5,000	5,000	5,000									15,000
Vehicle Costs/Depreciation	60,000	0											60,000
Other	80,000	0											80,000
Subtotal B.	475,500	40,000	44,200	40,000	0	0	0	0	0	0	0	0	431,300
C. SPACE													
Rent/Utilities/Maintenance	96,000	18,000	28,000	18,000									78,000
Mortgage Principal/Interest	0	0											
Depreciation/Taxes	0	0											
Subtotal C.	96,000	18,000	28,000	18,000	0	0	0	0	0	0	0	0	78,000
D. SPECIAL COSTS													
Assistance to Individuals	941,791	7,570	20,000	7,570									934,221
Partner/Joint Agency/Agencies	0	0											0
Contractors/Subcontractors	100,000	0	10,000										100,000
Pymt to Affiliate Orgs	0	0											0
Other	0	0											0
Subtotal D.	1,041,791	7,570	30,000	7,570	0	0	0	0	0	0	0	0	1,034,221
TOTAL (A.-D.)	3,334,181	150,000	222,200	150,000	0	0	0	0	0	0	0	0	3,179,981

84430.00

****List all staff positions related to programs requesting funding in this application, and the amount of time they will spend in each program.**

	2025	2025	2025	2025	2025	2025	2025	2025	2025	2025	2025
Title of Staff Position*	Program A FTE**	Program B FTE**	Program C FTE**	Program D FTE**	Program E FTE**	Total FTE	Annualized Salary	Payroll Taxes and Fringe Benefits	Total Amount	Hourly Wage***	Amount Requested from the City of Madison
Program Director	0.25					0.25	70,000	12,000	82,000	39.90	20,500
Engagement Coordinator	0.25					0.25	60,000	9,000	69,000	33.17	17,250
Facilitator	0.11					0.11	220,000	23,000	243,000	124.62	26,730
Program Support	0.35					0.35	50,000	7,000	57,000	27.40	19,950
						0.00			0	0.00	0
						0.00			0	0.00	0
						0.00			0	0.00	0
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						0.00			0	0.00	0
						0.00			0	0.00	0
						0.00			0	0.00	0
						0.00			0	0.00	0
SUBTOTAL/TOTAL:	0.96	0.00	0.00	0.00	0.00	0.96	400000.00	51000.00	451000.00	225.09	84430.00

CONTINUE BELOW IF YOU NEED MORE ROOM FOR STAFF POSITIONS

*List each staff position separately. Indicate number of weeks to be employed if less than full year in parentheses after their title.

**Full Time Equivalent (1.00, .75, .60, .25, etc.) 2,080 hours = 1.00 FTE

****List all staff positions related to programs requesting funding in this application, and the amount of time they will spend in each program.**

Program Summary

This tab should be completely filled in by your previous answers.

Pgm Letter	Program Name	Program Expenses	2025 City Request
A	Suporting Healthy Elders	PERSONNEL	84,430
		OTHER OPERATING	40,000
		SPACE	18,000
		SPECIAL COSTS	7,570
		TOTAL	150,000
B	0	PERSONNEL	0
		OTHER OPERATING	0
		SPACE	0
		SPECIAL COSTS	0
		TOTAL	0
C	0	PERSONNEL	0
		OTHER OPERATING	0
		SPACE	0
		SPECIAL COSTS	0
		TOTAL	0
D	0	PERSONNEL	0
		OTHER OPERATING	0
		SPACE	0
		SPECIAL COSTS	0
		TOTAL	0
E	0	PERSONNEL	0
		OTHER OPERATING	0
		SPACE	0
		SPECIAL COSTS	0
		TOTAL	0
TOTAL FOR ALL PROGRAMS			150,000