

# Application: 0000000045

Donna Maysack - dmaysack@focusedinterruption.org  
Violence Prevention Grant Program

## Summary

ID: 0000000045

Last submitted: Dec 19 2023 08:32 PM (CST)

## SECTION 1: GENERAL INFORMATION

Completed - Dec 18 2023

## SECTION 1: GENERAL INFORMATION

Lead Name of Organization:

Focused Interruption

EIN:

87-3784685

Fiscal Agent (If Applicable)

NA

Organization Address:

2820 Walton Commons Lane, Suite 136, Madison, WI 53718

Contact Person:

Anthony Cooper

**Contact Email:**

[acooper@focusedinterruption.org](mailto:acooper@focusedinterruption.org)

**Contact Phone Number:**

608-467-2029

**Program Information**

**Program Name:**

Hospital Based Violence Intervention Programs (HVIPs) Community Partner

**Total Amount Requested:**

Violence Prevention Funds Request Limit: \$10,000 - \$80,000

Gun Violence Funds Request Limit: \$100,000 - \$210,000

\$ 210,000

**Priority Area**

Gun Violence: Hospital Intervention

**Please Select Service Area:**

Both

**Estimated Percentage of Work time in Service Area:**

*\*Total Must Equal 100%*

City of Madison:	60
Dane County:	40

**Brief Summary of your Program:**

*\*150 Words Limit*

Founded in 2016, Focused Interruption is the community partner for Madison hospitals' Hospital Based Intervention Programs for gun violence prevention. Over the past 12 months, Focused Interruption staff have responded to 40 gun violence events at all five area hospitals and provided after-care services to 32 victims and their families and friends.

Starting at the patient's bedside, Focused Interruption's Outreach Workers use conflict resolution tactics, mentoring and consistent follow-up. These tools are utilized to help shift victims, their families and friends toward healthier ways of contemplating and coping with conflict. Focused Interruption's after-care program includes connection to social services, community building, and support for healing.

In addition, Focused Interruption's Community Safety Workers (CSWs) work to prevent gun violence by serving neighborhoods most impacted by community gun violence. CSWs serve as conflict mediators, social service connectors, systems navigators, and community builders.

**SECTION 2: SCOPE OF PROPOSED WORK**

Completed - Dec 19 2023

**SECTION 2: SCOPE OF PROPOSED WORK**

**A. PROGRAM DESCRIPTION**

**Provide a detailed description of your proposed program that includes:**

- 1. *Scope of the programs services and activities***
- 2. *Specific needs for services/activities this program addresses in the target community this program reaches***
- 3. *An explanation of how your program directly addresses the selected priority area***
- 4. *How health and racial equity will be incorporated into the proposed initiative***
- 5. *Relevant data, research, best practices and/or evidence based practices that inform the programs design***

“On average, one Dane County resident dies every ten days from a firearm.” Between 2016-2022, 22% of firearm deaths were homicides. During this same time-period, “one out of every three deaths among non-Hispanic Black males, ages 15-34, were caused by firearms (Public Health-Madison & Dane County). While violent crimes trended downwards in Madison between 2018 to 2021, there were more homicides in 2020 and 2021 (Madison Police Department data).

Research has found that gunshot injury survivors ages 15 to 35 are at a 20 – 40% increased risk of suffering repeat firearm injuries compared to their same-aged peers who have not been shot. Of the people who die from gun violence, 20% were treated for a gunshot injury within the five years prior to their death. (Medical College of Wisconsin).

Hospital Based Violence Intervention Programs (HVIPs) are a national model of multidisciplinary programs combining the efforts of medical staff with trusted community-based partners to provide safety planning, services, and trauma-informed care to violently injured people. HVIPs serve individuals at risk of repeat violent injury and link them with hospital- and community-based resources aimed at addressing underlying risk factors for violence. Instead of waiting for the patient to seek care, HVIPs bring trauma-informed care to the patient while in a hospital-based setting.

Because victims of interpersonal violence are at elevated risk for re-injury and violence perpetration, reaching them during these critical times is key to a successful intervention. Several studies have demonstrated that individuals are particularly receptive to interventions that promote positive behavior change at these moments in their lives.

Founded in 2016, Focused Interruption is the HVIP community partner for Madison hospitals. Over the past 12 months, Focused Interruption staff have responded to 40 gun violence events at all five area hospitals and provided after-care services to 32 victims and their families and friends.

Focused Interruption utilizes peaceful conflict resolution at the hospital at the time of the violence event. Starting at

the patient's bedside, Focused Interruption's Outreach Workers use conflict resolution tactics, mentoring and consistent follow-up. These tools are utilized to help shift victims, their families and friends toward healthier ways of contemplating and coping with conflict. Focused Interruption's after-care program includes connection to social services, community building, and support for healing.

In addition, Focused Interruption's Community Safety Workers (CSWs) work to prevent gun violence by serving neighborhoods most impacted by community gun violence. CSWs serve as conflict mediators, social service connectors, systems navigators, and community builders.

Coming from the neighborhoods they serve, Community Safety Workers and Outreach Workers help facilitate public safety by leveraging their own lived experience, professional skills, and positive working relationships with their neighbors, police, social services, and decision makers. Through their services, Focused Interruption has been able to stop retaliation acts of gun violence in Dane County.

Focused Interruption's work directly addresses the gun violence funding priority area of this request for proposals. The organization is uniquely positioned as the critical partner of local hospitals to provide hospital-based interventions and support for victims of gun violence.

## ***For Gun Violence Hospital Intervention Applicants Only***

If you are applying in response to the Hospital Based Intervention, please provide an explanation of your organization current relationship with area hospitals and plans for coordinating programming with areas hospitals through your proposed program.

Focused Interruption currently works with University of Wisconsin Hospital and Clinics (UWHC), American Family Children's Hospital, UW Health East Madison Hospital, UnityPoint Meriter and SSM Health St. Mary's to respond to gun violence events. Because UWHC and the Children's Hospital are designated Level 1 trauma centers, they are the most likely to care for patients with more severe injuries.

Focused Interruption has formal letters of agreement with UWHC and SSM Health St. Mary's that outline the relationship. All three health systems provide direct funding to support Focused Interruption's work. The letters of agreement outline the requirement that Focused Interruption staff must participate in the onboarding processes of the health systems and that they are issued visitor badges that allow them access to the emergency rooms and hospitals.

Chris Corrigan, UW Health's Director of Security, summarizes his health system's relationship with Focused Interruption. He states that he and his team embrace the role of Focused Interruption. "Our partnership with Focused Interruption was forged in 2016. Focused Interruption is notified by our staff or by law enforcement when a gunshot victim is being transported to UW Health. Focused Interruption's team of violence interrupters (Outreach Workers) have lived experience. They respond to our Emergency Departments at a time when patients and their family members most need support and resources for healing and preventing future victimization or retaliation. This can make a world of difference in the lives of those threatened by violence and their families. It works because Focused Interruption has the trust of the community and the hospital."

The letters of agreement are provided as part of this proposal. Over the next twelve months, Focused Interruption will be working with UnityPoint Meriter to formalize the relationship with a letter of agreement.

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## **B. SERVICE AREA AND TARGET POPULATION**

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Provide an estimate of the number of participants populations to be served in the areas below:

City of Madison	200
Dane County (Excluding Madison Numbers)	50

Provide an explanation of the service area and population your program will serve include:

- *Details about the targeted geographic area and the population this program seeks to serve*
- *How you will ensure that all the activities conducted are culturally relevant to the populations you serve*
- *How you language access will be ensured for your program*

The target area for Focused Interruption's and the HVIP work is Dane County. The target population is all individuals who are in the emergency room and/or hospitalized due to gun violence, their families, and friends and neighborhoods that are considered high risk for violence.

Dane County, Wisconsin's estimated 2023 population is 583,533 according to US Census Bureau data. The racial makeup of the county was 77.6% White, 6.4% Asian, 5.4% Black or African American, 0.4% Native American, 3.2% from other races, and 6.9% from two or more races. Ethnically, the population was 7.5% Hispanic or Latino (US Census Bureau).

While gun violence is a universal threat, Black Americans are 10 times more likely than White Americans to die from it. Black youth fare even worse, with Black children and teens 14 times more likely to die from gun homicide than their White counterparts (Brady Center to Prevent Gun Violence).

Significant racial disparities exist for poverty in Dane County. For Black households in Dane County, the poverty rate is 40%, 30% for Latinx households, and only 3% for White households (US Census Bureau).

While firearm homicide is a complex phenomenon driven by multiple factors, researchers consistently find that it is associated with poverty. Research has found that the correlation between firearm homicides and poverty remains even after controlling for sex, age, race and ethnicity, and urbanicity (Center for Economic and Policy Research).

Culturally Relevant Services:

As previously stated, all Focused Interruption staff that are working with the HVIP are members of the communities most impacted by gun violence and have themselves been impacted by gun violence and/or the criminal justice system.

Currently, Anthony Cooper, CEO of Focused Interruption, personally trains all staff members. Anthony is a certified instructor in nonviolent crisis intervention by the Crisis Intervention Institute. The training staff receive focuses on the following core skills:

- Minimizing physical interventions through disengagement techniques,
- Recognizing and responding to defensive behaviors with limit setting and de-escalation,



- Understanding the impact that trauma has on behavior, and
- Taking a person-centered and culturally sensitive approach to working with a person in crisis.

Language Access:

The health systems provide access to their interpreter programming for Focused Interruption staff when they are working with patients of the hospitals. In addition, Focused Interruption currently employs one Outreach Worker who is bilingual in English and Spanish. In 2024, Focused Interruption plans to recruit for additional bilingual staff.

Using the table below, describe implementation plan and timeline for the program (Complete at least 3)

	Estimated Benchmark Date (Month, Year)	Key Staff (Name and Title)	Milestone (Program development phase completed)
A.	February 2024	Anthony Cooper, CEO Donna Maysack, Director of Donor Development	Calendar Year 2025 development plan completed
B.	May 2024	Anthony Cooper, CEO and Steve Hanusa, Program Director	HR, Leadership, Finance administrative infrastructure in place
C.	October 2024	TBD, Human Resources Leader TBD, Outreach Worker Lead TBD, Community Safety Worker Lead	All Outreach Workers and Community Safety Workers hired and initial training completed
D.	December 2024	Anthony Cooper, CEO	Letter of Agreement in place with UnityPoint Meriter Hospital
E.			
F.			
G.			

## C. IMPLEMENTATION

**Describe your organization experience implementing community-based programs that specifically focus on using violence prevention and intervention methods to reduce violence activities and improve safety**

Focused Interruption has been working with area hospitals on the Hospital Based Violence Intervention Program (HVIP) since 2016. During that time, they have provided counseling and support to over 300 victims and perpetrators of gun violence. They have a proven track record of partnering and implementation of an HVIP.

Outreach Workers for Focused Interruption receive calls from hospital security, emergency room staff, social workers, or police at any time of the day or night. When they receive that call, they report to the scene of the crime and/or the hospital, depending on where they are needed.

Focused Interruption staff report encountering many situations at the hospital of anger boiling over. Garbage cans being thrown at security guards, fights breaking out, and over 70 people at the hospital as part of one gun violence incident are just a small number of examples. When they arrive at the scene, they dig into their de-escalation toolboxes and get to work. Because they are members of the community, they are often recognized by family and friends of the victim. They work to calm the waters and everyone breaths again.

The work only just begins that night in the emergency department. Over the coming weeks, the Focused Interruption staff develop personalized programming for the victim and their family and friends. They coordinate a comprehensive array of lifesaving and changing services, along with approaches that provide individuals, families, and neighborhoods with resources, advocacy, and support to address needs identified using various evidence-informed assessment tools. After Care and Recovery plans can include:

- Relocation to another community to be free of threatened violence or retaliation; and
- Direct services or referrals for assistance with identified housing needs, healthcare needs, jobs, job training, education, expunging criminal records, drivers' licensing, transportation, family reunification, trauma treatment for gunshot victim and family members, criminal and civil legal issues, and other services and resources that support a plan of after care and recovery.

Community Safety Workers (CSW's) work closely with the Outreach Workers by working with families and individuals in victims' neighborhoods. Community Safety Workers also function as an alternative to police officers for non-criminal quality of life 911 calls (such as ongoing noise complaints). In these instances, mediation or connection to social services are more appropriate than tickets or arrests.

It is this After Care and Recovery and neighborhood safety work that prevents further violence.

The year 2024 will be a pivotal year for Focused Interruption. Their strategic plan calls for infrastructure and programmatic growth that will provide long-term sustainability and stability for the program. Over the past three

years, Focused Interruption has pursued a braided funding approach and secured additional long-term and short-term funding. This will allow for the further development of administrative infrastructure as well as the hiring of additional Outreach Workers and Safety Workers. Additional staff will create a healthier work environment by allowing for a more flexible and sustainable on call and work schedule.

The following are the organization's focus areas for growth.

1. Develop administrative infrastructure to support leadership of staff, human resources, training, and finances.
2. Hire and train six additional part-time Outreach Workers and six additional part-time Community Safety Workers.
3. Implement a development and grant function with dedicated staff.
4. Formal letters of agreement in place with UnityPoint Meriter Hospital.

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## **D. PROGRAM OBJECTIVES AND EVALUATION**

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Provide 3-4 objectives for your program that connect both to measuring the success of program activities, as well as to the progress towards addressing the selected Roadmap Objective

*Objectives should us the SMART approach:*

- *Specific: includes the “who”, “what”, and “where”*
- *Measurable: focuses on “how much” change is expected*
- *Achievable: realistic given program resources and planned implementation*
- *Relevant: relates directly to program/activity goals*
- *Time-bound: focuses on “when” the objective will be achieved*

	Describe Objective	Evaluation Tool (i.e. client surveys, program hours or number of individuals reached)	Outcome (i.e. # of individuals reached, % of positive feedback from surveys)
Objective 1	Improve physical and emotional health outcomes for gunshot victims and their families by offering aftercare programming	Number of individuals reached at hospitals or crime scenes and post hospitalization contacts	80% of gunshot victims, family and/or friends participation in aftercare services between 1/1/2024 and 12/31/2024
Objective 2	Increase violence prevention programming in area schools by hiring four, 0.5 FTE Community Safety Workers to work in Madison East and Lafollette High Schools and Sherman Middle School	Number of students participating in programming and contacts with Community Safety Workers	80% of students identified as highest risk for violence and their families have one contact with Community Safety Workers and 50% have three or more contacts
Objective 3	Improve work satisfaction for Outreach Workers and Community Safety Workers by hiring additional staff to create a sustainable on call and work schedule, providing training and providing connections to mental health support	Leader one-on-one rounding and interviews with staff	100% of current staff report better work/life balance
Objective 4			

# E. PARTNERSHIPS AND COLLABORATION

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**Provide a detailed description of your proposed program that includes:**

- 1. Describe how your organization is plans to partner with the Madison Dane County Prevention Coalition to support program implementation when possible***
- 2. Provide information on how your organization will meaningfully collaborate with other organizations in Madison and Dane County.***

As a member of the Madison Dane County Prevention Coalition, Focused Interruption's work furthers the goals of the Coalition's roadmap. Focus Interruption's Community Safety Workers help foster strong neighborhoods through key roadmap strategies. These strategies include connecting residents to resources to improve their quality of life, helping to bridge the gap in relationships between police and the community, and improving cultural responsiveness and supporting the cultural identity of community members.

Additionally, Focused Interruption is the community partner of hospitals that responds to individual and community needs prior to, during, and following gun violence incidents, a key strategy of the Coalition's roadmap. Focused Interruption will be partnering with Lafollette High School, Madison East High School and Sherman Middle School in the 2024-2025 school year to place Community Safety Workers (CSWs) in these schools. The school based CSWs will focus on programming that targets students at high risk for violence such as a boy's program that connects youth with mentors in the community.

This application has previously highlighted the strong relationships that Focused Interruption has with area health systems. Tracie Halvorsen, Trauma Program Director for SSM Health, St. Mary's Hospital, describes the relationship their trauma program has with Focused Interruption: "Focused Interruption is a critical partner in SSM Health's injury prevention work to decrease gun violence and assist community members to break out of that cycle of violence. Their team has been excellent to work with during these intense and tragic events."

According to Dr. Ann O'Rourke, Medical Director of the UW Health Level I Adult Trauma Center, "Patients who have been injured with firearms are at very high risk for experiencing future violence, and the acute psychological trauma they experience often interferes with care and healing." She said, "Focused Interruption helps to mitigate the effects of trauma by providing support for gunshot patients and their families. They are an indispensable resource for our care teams."

In addition to the relationships with health systems, Public Health – Madison & Dane County, Madison Metropolitan School District and other non-profits, Focused Interruption has forged a strong relationship with area law enforcement and the Dane County Crime Response Program. Focused Interruption works with the Crime Response Program team to assist victims and witnesses of crime to mitigate trauma and provide assistance. Law enforcement makes referrals to Focused Interruptions' Community Safety Workers to work with residents that they have

identified as having a high potential for future conflict. Under specific circumstances, community members that have received certain tickets or charges can have their tickets or charges removed if they participate in programming with Focused Interruption.

Focused Interruption’s most critical partnership is with the larger community. The founders and staff of Focused Interruption have deep connections to the community. Anthony Cooper, CEO, has worked for over two decades on re-entry services with the Nehemiah Center for Urban Leadership Development. Other staff members have a range of experience that include the following:

- Former incarceration,
- State Director of EXPO (EX-incarcerated People Organizing), a peer support/mentoring organization for formerly incarcerated men and women,
- Director of Meadowood Health Partnership,
- Program Leader, Youth Director, Media Director, and Service Facilitator with MSCR,
- Supports/Behavior Education Assistant and Special Education Assistant with MMSD, and
- Members of Black churches and Black community organizations.

**Please complete this table below if your program will include collaboration with community partners**

	Partner Organization	Contact Person	Signed MOU?	Role and Responsibility
Community Partner #1	UW Health	Mary Lauby	Yes	Injury Prevention Coordinator, Level I Adult Trauma
Community Partner #2	SSM Health	Tracie Halvorsen	Yes	Trauma Program Director
Community Partner #3	UnityPoint Meriter	Andy Stephanie	Yes	Emergency Room Nurse Manager

## F. SUSTAINABILITY

**Provide a detailed description of your proposed program that includes:**

**1. Please describe a sustainability plan if you anticipate your program continuing beyond this project period**

Focused Interruption has provided violence interruption services in Madison and Dane County for over seven years. As stated previously, 2024 will be a pivotal year for the organization as it continues the focus on infrastructure development, creating a robust donor development and grants management function, and pursuing a braided funding strategy.

**Infrastructure Development:**

As one of the founders of Focused Interruption, the Chief Executive Officer (CEO) Anthony Cooper, has had to provide many functions for the organization during the early years. In 2023, the organization added a Director of Donor Development and Director of Programs to ensure that the CEO can focus on the overall strategy and revenue development. In 2024, Focused Interruption will add staffing to support the human resources, leadership and staff training, and finances.

**Donor Development and Grants Management Function:**

Through the strategy of pursuing braided funding, Focused Interruption doubled its revenue in 2023 to \$1,044,545 from \$525,000 in 2022. New funding sources include ongoing support as well as program development grants. Focused Interruption's programs are currently sustained with support from government (56%), foundation and corporate (40%) grants, and individual donations (4%). The direct support that the organization receives from area hospitals has increased by 35% over the past three years.

Through this work over the past few years, the organization is now in a position to establish cash reserves through unrestricted gifts. Every nonprofit needs to have adequate cash balances available to support the timing of payroll and other expenses, as well as to pay for unanticipated costs or increases. This is a critical step in assuring that Focused Interruption will be present long into the future to provide gun violence prevention services in our community.

In 2024, the new Director of Donor Development and the CEO will focus on increasing individual donations. With Focused Interruption's strong ties to the community, hospitals and law enforcement, there is significant potential to bring new donors into the program. By freeing up the CEO to focus on revenue development, Focused Interruption believes that private donations will grow to \$50,000 by the end of 2024 and \$100,000 in 2025.

**Community Support:**

Focused Interruption has regular volunteers that contribute to all areas of the work and drive programming and



vision. There is a dedicated base of supporters, and every member of the organization's Board of Directors also financially contributes. Finally, long-standing relationships with a network of over 20 local, government, business, and nonprofit partners extend Focus Interruption's reach and impact.

For over 20 years, Focused Interruptions leaders and staff have been connected to the community. It is this fountain of trust that allows staff to support individuals and the community. They are truly able to bridge the gap between health care and law enforcement, and the community.

## SECTION 3: BUDGET PROPOSAL

Completed - Dec 19 2023

Please complete the budget proposal template: [2024 PHMDC Violence Prevention Budget Workbook](#).

**Do not attach any other documents for the budget unless specifically asked to do so.**

[Focused Interruption 2024 PHMDC Violence Prevention Budget Workbook Final](#)

Filename: Focused\_Interruption\_2024\_PHMDC\_V\_GaDiCqe.xlsx Size: 20.8 kB

## SECTION 4: REQUIRED ATTACHMENTS

Completed - Dec 19 2023

Please submit as attachments with application form, the following documents:

- 2024 PHMDC Violence Prevention Budget Workbook
- Audit Requirement Survey
- IRS Determination Letter
- Organizational Budget (For most recent fiscal year)
- Collaborative Agreements or MOUs (If applicable)
- Designation of Confidential and Proprietary Information (If applicable)
- Fiscal Agent Form (If applicable)

Required Attachment Templates:

Filename: Focused\_Interruption\_Coalit