

CITY OF BURLINGTON
COMMUNITY DEVELOPMENT BLOCK GRANT - 2022 APPLICATION

*Application must be no more than 12 total pages (including cover page) with 12-point font.
Refer to NOFA for required information for each question.*

Project Name: Safe Tonight

Project Location / Address: 66 College Parkway, Colchester, VT 05446

Applicant Organization / Agency: Steps to End Domestic Violence

Mailing Address: P.O. Box 1535, Burlington, VT 05402

Physical Address: 66 College Parkway, Colchester, VT 05446

Contact: Nicole Kubon Title: Executive Director Phone #: 802-658-3131 x 1062

Web Address: www.stepsvt.org E-mail: nicolek@stepsvt.org

CDBG Funding Request: \$ 59,321

Total Estimated Program/Project Cost: \$ 2,134,618

Project start date: (choose one) July 1st, 2022 or _____ before July 1st, 2022, if before please indicate the desired start date: _____

Development: (choose one) _____ Economic Development _____ Affordable Housing
_____ Public Facilities/Improvements

Public Service: (choose one) _____ Early Childhood Ed/Childcare _____ Youth Services _____ Health
X Covid response _____ Economic Opportunity X Housing and Homelessness

1. Type of Organization

- Local Government
 For-Profit Organization
 Faith-Based Organization
 Non-Profit Organization (please provide copy of your IRS 501(c)(3) tax exemption letter)
 Institution of Higher Education

Certification

To the best of my knowledge and belief, data in this proposal are true and correct.

I have been duly authorized to apply for this funding on behalf of this agency.

I understand that this grant funding is conditioned upon compliance with federal CDBG regulations.

I further certify that no contracts have been awarded, funds committed or construction begun on the proposed program, and that none will be prior to issuance of a Release of Funds by the Program Administrator.

Nicole Kubon

Signature of Authorized Official

Nicole Kubon

Name of Authorized Official

Executive Director

Title

1/10/2021

Date

I. Demonstrated Need

1. What is the need/opportunity being addressed by this program/project and how does that contribute to CDBG's national objectives?*

The Steps to End Domestic Violence, Safe Tonight project addresses the need for safe housing for those who are homeless as a result of domestic violence, through the provision of emergency housing and support services designed to prevent and address homelessness and foster economic self-sufficiency. In fiscal year 2021, Steps to End Domestic Violence provided emergency housing to 196 adults and 101 children for a total of 28,451 bednights.

The Safe Tonight project contributes to CDBG's national objectives through the provision of emergency and transitional housing services to a subpopulation of people presumed by HUD to be low/moderate income. Steps to End Domestic Violence is the only emergency shelter in Chittenden County that provides services specifically for victims of domestic violence. Additionally, this project contributes to the city's CDBG objective of protecting the vulnerable, which specifically includes victims of domestic violence.

Additionally, Steps to End Domestic Violence created 21 units of non-congregate emergency housing with 24/7 onsite security and support services in an effort to provide safer and more supportive emergency housing for survivors of domestic violence experiencing homelessness and to more adequately respond to the ongoing COVID-19 pandemic.

II. Program/Project Design

1. Give us a short summary (2 sentences) that describe the program/project.

This project will use CDBG funds to provide emergency housing and support services to adults and children fleeing domestic violence. While in emergency housing, people experiencing domestic violence can work with our advocates to secure safe, permanent housing, increase self-sufficiency and establish economic independence.

2. Explain why the program activities are the right strategies to use to achieve the intended outcomes. Why is the program designed the way it is? (cite evidence, best practices, or community input)*

Domestic violence is the leading cause of homelessness for women and children. Additionally, homelessness is a primary risk factor for violence. Victims of domestic violence also face additional economic and emotional hurdles to exiting homelessness. Best practices suggest that victims of domestic violence experience higher levels of success in leaving an abusive situation and securing independent housing when receiving trauma-informed support from domestic violence advocates trained in crisis intervention and strengths-based advocacy. Many local programs lack this expertise or simply do not have facilities that provide the appropriate level of security and confidentiality to meet the unique safety needs of those

fleeing. The services provided by Steps to End Domestic Violence are designed specifically to respond to the emotional and physical needs of victims of domestic violence, providing trauma-informed access to emergency and post-crisis housing and supportive services based on national best practices guidance. Meeting the housing needs for those who have experienced domestic violence can be particularly difficult. In addition to physical, emotional and or sexual abuse, economic abuse is a common tactic of abusers, which can leave a victim with few or no economic resources. Poor employment, credit and housing histories, due to the effects of domestic violence, can leave victims feeling that they have no choice but to stay with, or return to, an abusive partner. When they do leave, they are at risk for prolonged homelessness since these issues take time to repair, longer than the time available in an emergency shelter or Safehome. Steps to End Domestic Violence can advocate on victims' behalf to landlords, help access funds for back rent, security deposits, and other needs, as well as facilitate enrollment in matched savings and other financial programs. Steps' Advocates are able to respond using an empowerment model framework to provide a trauma-informed support plan tailored to meet each survivor's individual needs.

3. How will this program/project contribute to the City's anti-poverty strategy? If this activity is to respond to COVID-19, please also describe how this activity prepares or responds to the impacts of the COVID-19 pandemic.

The services provided through this project address the city's goals of meeting basic needs and stabilizing living situations, including access to and retention of affordable housing for the city's vulnerable residents. In addition, the support services we provide, including trauma-informed emotional support and advocacy, address the city's goal of mitigating the long-term collateral consequences of crime on victims. Stable housing helps to stabilize other aspects of one's life including childcare, education and employment, which in turn facilitates economic self-sufficiency and long-term stability.

Steps to End Domestic Violence expanded emergency shelter facilities to provide safe, secure non-congregate emergency housing to people fleeing domestic violence. Transitioning from our previous, 7-room, communal living shelter into our 21-unit, non-congregate facility with individual living space and onsite supportive services as well as 24/7 onsite security and support ensures that Steps is able to maintain emergency shelter and comprehensive support services to all households throughout the COVID-19 pandemic.

4. How do you use community and/or participant input in planning the program design and activities?*

For almost 50 years, Steps to End Domestic Violence has been serving victims of domestic violence in Chittenden County. As the only agency in Chittenden County providing these specialized services, we work closely with many community partners and key stakeholders. Participant input is fundamental and primary to our work with every person we serve. We solicit feedback from service users throughout their experience working with us and regularly engage with community members to develop and improve resources through meetings, anonymous surveys and interviews. Our approach is to meet those we serve where they are, encouraging them to establish their own priorities and goals within the framework of services we provide. Access to housing is consistently identified as a primary need.

III. Proposed Outcomes

1. What are the intended outcomes for this project/program? How are people meant to be better off as a result of participating?

The intended outcomes of the Safe Tonight project are to ensure immediate, safe, stable housing, and necessary crisis services for those fleeing domestic violence and to assist in the transition to or maintenance of permanent, safe, stable housing through economic self-sufficiency and long-term stability. Steps, additionally, aims to provide consistent, responsive emergency housing and supportive services throughout the COVID-19 pandemic and/or any future community health crises.

Households receiving housing and economic support services from Steps will be less likely to return to homelessness and better able to quickly access resources necessary to re-stabilize their situations when challenges arise. They will feel more connected to community and will achieve financial self-sufficiency to maintain stability.

2. List your goals/objectives, activities to implement and expected outcomes (# of units, # of individuals, etc.)

Goal/Objective	Activity Funded	Outcomes
Emergency and transitional housing is provided to victims of domestic violence fleeing their homes	<p>Shelter Coordinator - 10 hours/week: Oversight of emergency shelter, intakes, supportive service provision, information/referral, housing support, oversight of Steps Shelter Support Team; facilitation and coordination of COVID-related policies and provision of services and resources</p> <p>Emergency Housing Advocate position- 5 hours/week: Intakes, supportive services, next-step housing options</p> <p>Shelter Advocate position – 5 hours/week: Assist with intakes, supportive services, and access to resources households may need during transition – primarily focused on assisting households who may need to isolate or quarantine due to COVID-19 or other illness</p>	Burlington residents fleeing domestic violence have access to safe, confidential and supportive shelter/transitional housing. We anticipate serving 196 adults and 101 children in the one-year grant period.
Staff provide comprehensive services to victims of domestic violence in emergency housing and for those who are homeless or marginally housed.	<p>Shelter Coordinator - 10 hours/week: Oversight of emergency shelter, intakes, supportive service provision, information/referral, housing support, oversight of Steps Shelter Support Team; facilitation and coordination of COVID-related policies and provision of services and resources</p> <p>Emergency Housing Advocate position- 5 hours/week: Intakes, supportive services</p> <p>Housing Retention Advocate – 5 hours/week: intake, supportive services, housing transition and stability support</p> <p>Shelter Advocate position – 5 hours/week: Assist with intakes, supportive services, and access to resources households may need during transition – primarily focused on assisting households who may need to isolate or quarantine due to COVID-19 or other illness</p>	Shelter residents will have assistance with basic needs and access to Steps' supportive services. Safehome residents and those homeless/marginally housed will receive supportive services. We anticipate serving 196 adults and 101 children in the emergency housing program. We also anticipate serving 247 adults and 135 children who are homeless or marginally housed.

<p>Staff work with victims of domestic violence to find permanent housing, including people in emergency housing and homeless in the community.</p>	<p>Emergency Housing Advocate position- 5 hours/week: Intakes, supportive services, application assistance Housing Retention Advocate – 5 hours/week: intake, supportive services, housing transition and stability support Shelter Advocate position – 5 hours/week: Assist with intakes, supportive services, and access to resources households may need during transition – primarily focused on assisting households who may need to isolate or quarantine due to COVID-19 or other illness</p>	<p>Victims of domestic violence who are homeless/marginally housed are able to find safe, permanent and sustainable housing. We anticipate 125 people will move into permanent housing in the one year grant period.</p>
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IV. Impact / Evaluation

- 1. How do you assess whether/how program participants are better off? Describe how you assess project/program outcomes; your description should include: what type of data, the method/tool for collecting the data, from whom you collect data, and when it is collected.***

Steps to End Domestic Violence uses a self-sufficiency matrix (SSM) to evaluate program participants in various domains at entry to the program, after 28 days, after 90 days, and when they exit the program. SSMs measure the capacity of program participants to manage essential life skills as well as their level of self-sufficiency in fundamental areas including community involvement, safety, shelter/housing, parenting, adult education, child care, mobility, children’s education, personal finances, income, family/social relations, legal status, life skills, employment, food, disabilities, legal needs, health care coverage, mental health, substance abuse and job search skills. SSMs gauge the level of need in each area, allowing staff to make internal and external referrals, as appropriate. The SSMs also assist program participants to clearly identify the aspects of their life in which they may need assistance as they move towards increased self-sufficiency.

- 2. How successful has the project/program been during the most recent reporting year for your CDBG project? Report the number of beneficiaries you intended to serve with which activities (as noted in your last Attachment A) and your final outcomes (as noted on your Attachment C) from June 2021 (or June 2020). For non-CDBG participants – report on your achievements from the previous year.**

Safe Tonight and EJ program served 585 individuals in the 2020-2021 grant period, greater than the 518 we proposed in our 2020 application. We were able to assist 99 households with permanent housing. Per the 5th quarter FY20-21 Attachment C, 90 individuals exited emergency housing to transitional or permanent housing, 9 individuals exited transitional housing or Rental Assistance into permanent housing, and 29 Burlington residents moved into permanent housing. Based on the SSM results, on a scale of 1 to 5, 1 being in-crisis and 5 being completely self-sufficient, the mean number reported at entry into the program in the area of shelter/housing was a 1.05. The average participant number increased by over 1.5 upon exit. The progress made by program participants in the shelter/housing domain was statistically significant and the greatest increase in self-sufficiency seen in any of the twenty-one domains.

V. Experience / Organizational Capacity

1. **What is your agency's mission, and how do the proposed activities fit with your mission?**

The mission of Steps to End Domestic Violence is to assist in the transition to a safe, independent life for all those who have been affected physically, sexually, emotionally, or economically by domestic abuse. The safety and stability provided by emergency housing, along with supportive services, are an essential first step to a safe, self-sufficient and independent life.

2. **Explain how your agency has the capacity to carry out the proposed activity (i.e. staff qualifications, years of experience related to this type of activity, etc.)***

Steps to End Domestic Violence has operated an emergency shelter in Burlington since 1983, so has longstanding organizational expertise in providing emergency housing. In 2020, Steps to End Domestic Violence partnered with Champlain Housing Trust to purchase, renovate and open a new, expanded, non-congregate shelter and administrative space to provide 3 times the shelter capacity as well as moving all support services onsite to increase ease of access for residents and other survivors served. All Steps to End Domestic Violence staff are required to attend a formal twenty-hour training that encompasses trauma-informed, culturally competent service provision to those who have experienced domestic violence. This is complemented by on-the-job training in their particular program area as well as on going professional development through additional trainings and conferences. Steps to End Domestic Violence is and has been the recipient of a variety of federal and state grants and has a proven track record in financial management of federal and state grant awards.

3. **What steps has your organization/board taken in the past year to address racial equity, inclusion, and belonging internally? What new commitments have been made to address racial equity, inclusion, and belonging internally in the year ahead?**

Steps to End Domestic Violence has focused on racial equity, justice, inclusion and belonging in a number of ways, beginning with the implementation of an annual, three-part training on equity, justice and inclusion for all members of Steps staff and board. In addition, Steps formed an internal Equity & Justice Alliance (a core group of staff across the agency focused on moving the conversation forward and ensuring it does not get lost in day-to-day urgency). The organization has embarked on an organizational audit developed by The Puget Sound Cohort of Race Forward in order to better identify where our internal work should focus. Steps has reviewed and continues to revise its hiring practices as well as employee benefits to encourage diversity in its staffing and board composition.

4. **Have you received Federal or State grant funds in the past three years? Yes No**

5. **Were the activities funded by these sources successfully completed? Yes No**

N/A

If No, please explain:

VI. Proposed Low & Moderate Income Beneficiaries

1. Will the program solely serve a specific group of people? If so, check **ONE** below:

Abused Children Elderly (62 years +) People with AIDS
 Battered Spouses Homeless Persons Illiterate Adults
 People with Severe Disabilities

2. a. For your proposed project, please estimate how the **Burlington residents** will break out into the following income categories during the total grant period. Use the Income Table at <https://www.burlingtonvt.gov/CEDO/2021-HUD-Income-Limits>

Service / Activity	Unduplicated Total # of Burlington HH / Persons to be Served	# Extremely Low-Income (30% median)	# Very Low-Income (50% median)	# Low-Income (80% median)	# Above Income Limits (above 80% median)
Emergency/Transitional Housing and supportive services are provided to victims of domestic violence fleeing from their homes	196 Adults 101 Children	196 Adults 101 Children			
Staff work with Burlington Residents, not housed in our Transitional or Emergency Housing Program, to find permanent housing	247 Adults 135 Children	247 Adults 135 Children			
Total number victims of domestic violence to be served in FY23	443 Adults 236 Children	443 Adults 236 Children			

b. All CDBG grantees serving limited clientele will be required to use CEDO's **CDBG Beneficiary Self-Certification** form to collect beneficiary data including race, ethnicity, annual income, and family size. Is your organization willing and prepared to add this documentation to the intake process for your CDBG funded program by July 1, 2022?

Yes NO Not Serving Limited Clientele

VII. Commitment to Equity, Inclusion and Belonging

1. Who is the project/program designed to benefit? Describe the project/program's target population, citing (if relevant) specific age, gender, income, community/location, race or ethnicity, or other characteristic of the people this program is intended to serve. How do you select and reach your target population?

The program is designed to benefit victims of domestic violence. There is no "typical" victim of domestic violence. Our statistics show that a vast majority of our program participants are extremely low-income or low-income, and HUD presumes that victims of domestic violence are principally extremely low-income, thus our program reflects the needs of extremely low-income victims of domestic violence. We reach out to the community at large through educational presentations at schools and colleges, healthcare facilities, places of worship, as well as through an extensive and growing social media presence. We work diligently with community

partners to ensure awareness of the services we provide and availability of materials to notify survivors of how to access our services. We are also available to provide information via our 24/7 hotline.

2. Describe the steps you take to ensure the project/program is accessible, inclusive, addressing racially equity, and culturally appropriate for the target population. *

Steps to End Domestic Violence is in an ongoing process of auditing its services and organizational culture to consistently improve and expand access for all people impacted by domestic violence in our community. We make consistent efforts to receive feedback from those we serve as well as from community partners that provide comprehensive support services to a variety of diverse audiences. We also review statistics from our community vs those we provide services for to identify gaps and develop plans for addressing disparities. We ensure access to translation services and we work to ensure we have culturally specific supplies for our shelter residents. Staff receive training annually to ensure cultural humility.

VIII. Budget / Financial Feasibility

1. Budget Narrative: Provide a clear description of what you will do with CDBG's investment in the project/program. How will you spend the money? Give specific details.

Steps to End Domestic Violence seeks CDBG funding to support our housing and economic empowerment support services. The funding requested will be used to support the salary and fringe benefits of several integral positions in these areas of programming. Steps is seeking partial support of the following positions: Shelter Coordinator, Emergency Housing Advocate, Housing Retention Advocate and Shelter Advocate (to continue efforts to sustain comprehensive services during the COVID-19 pandemic).

Each of these positions supports victims of domestic violence who are seeking emergency housing, are experiencing homelessness or housing instability as a result of domestic violence. The Shelter Coordinator focuses on ensuring smooth shelter operations and coordination of resources and services within our emergency shelter. The Emergency Housing Advocate and the Housing Retention Advocate provide support to residents, Safehome participants and other survivors in the community experiencing housing instability or a loss of their current housing. These Advocates ensure that all survivors receive immediate crisis intervention support and are subsequently able to access appropriate resources to re-stabilize. The Shelter Advocate position focuses on immediate and basic needs of residents in our emergency shelter. This Advocate prioritizes support for households in shelter who need access to vaccines, testing and/or need to isolate/quarantine due to COVID-19. This Advocate can assist in access to food, cleaning supplies, school supplies, computer/ipad for virtual appointments and meetings, etc.

* Fringe benefits include taxes, health, vision and dental insurance, Employee Assistance Program, retirement benefits, etc.

2. If you plan to pay for staff with CDBG funding, describe what they do in relation to the specific service(s) / activity(ies) in your Project/Program Design.

a.

Specific Service / Activity	Position/Title	Work Related to CDBG-Funded Activity	# of Hours per Week spent on this Specific Service / Activity	% of Hours per Week spent on this Specific Service / Activity to be paid with CDBG
Emergency/Transitional Housing and supportive services are provided to victims of domestic violence fleeing from their homes	Shelter Coordinator	Oversight of emergency shelter, intakes, supportive service provision, information/referral, housing support, oversight of Steps Shelter Support Team; facilitation and coordination of COVID-related policies and provision of services and resources	10 hours	25%
Emergency/Transitional Housing and supportive services are provided to victims of domestic violence fleeing from their homes	Emergency Housing Advocate	Intakes, supportive services, resource access, next-step housing options	5 hours	12.5%
Emergency/Transitional Housing and supportive services are provided to victims of domestic violence fleeing from their homes	Shelter Advocate	Assist with intakes, supportive services, and access to resources households may need during transition – primarily focused on assisting households who may need to isolate or quarantine due to COVID-19 or other illness	5 hours	25%
Staff work with Burlington Residents, not housed in our Transitional or Emergency Housing Program, to find permanent housing	Housing Retention Advocate	Intakes, supportive service provision, housing support, economic stability programming, resource navigation assistance	5 hours	12.5%

b. All CDBG grantees that use CDBG funds for salaries must submit timesheets that capture total time and effort of staff members funded with CDBG. These timesheets must record hours worked on CDBG-funded programs, hours worked on non-CDBG funded programs and the corresponding program name/funding source(s). Timecards must include a narrative for all CDBG and non-CDBG funded activities, and must be signed by the employee and supervisor. Does your organization have the ability to implement a timekeeping system for CDBG funded staff that meets these requirements by July 1, 2022? Yes No Not funding salaries

3. Program/Project Budget: Emergency Housing & Economic Justice Program Budget (FY23)

Line Item	CDBG Funds	Other	Total
Salary and Benefits for Emergency Housing and Housing Retention Staff	\$ 34,427	\$ 625,571	\$ 659,998
Occupancy Costs	\$ 0	\$ 163,139	\$ 163,139
Professional Fees & Subcontracts	\$ 0	\$ 53,454	\$ 53,454
Program Expenses	\$ 0	\$ 14,332	\$ 14,332
Rental Assistance	\$ 0	\$ 167,772	\$ 167,772
Other	\$ 0	\$ 8,614	\$ 8,614
Total	\$34,427	\$ 1,032,882	\$ 1,067,309

4. Funding Sources

	Program/Project		Agency	
	Current (FY22)	Projected (FY23)	Current (FY22)	Projected (FY23)
CDBG	\$ 13,460	\$34,427	\$ 13,460	\$ 34,427
State (specify)				
VCCVS State		\$ 0	\$ 113,972	\$ 113,972
DV/SV Omnibus & EA	\$ 4289	\$ 4289	\$ 49,248	\$ 49,248
HOP/ESG State	\$ 402,111	\$ 465,301	\$402,111	\$465,301
Federal (specify)				
STOP			\$ 29,308	\$ 29,308
Transitional Housing	\$ 117,085	\$117,085	\$ 117,085	\$ 117,085
CoC Rapid Rehousing	\$ 165,056	\$ 165,056	\$ 165,056	\$ 165,056
VOCA	\$ 22,000	\$ 32,275	\$ 67,549	\$ 67,549
FVPSA	\$ 0	\$ 0	\$ 79,860	\$ 79,860
FEMA	\$ 11,200	\$ 11,200	\$ 11,200	\$ 11,200
Consolidated Youth Grant	\$ 0	\$ 0	\$ 75,000	\$ 166,655
United Way	\$20,000	\$ 20,000	\$ 20,000	\$ 20,000
Private (specify)				
Private/Corporate Foundations	\$ 85,000	\$ 100,000	\$ 258,197	\$ 320,000
Town Funding	\$ 36,062	\$36,062	\$36,062	\$ 36,062
Fundraising	\$ 52,258	\$ 65,008	\$ 230,580	\$267,830
Program Income	\$ 0	\$ 0	\$ 0	\$ 0
Other (specify)				
COVID Grants	\$ 56,714	\$13,607	\$ 56,714	\$13,607
Training/Supervision	\$ 0	\$ 3,000	\$2,549	\$ 12,500
Stipends/In-kind				
Total	\$ 985,235	\$ 1,067,310	\$ 1,727,951	\$ 1,969,660

5. Of the total program/project cost, what percentage will be financed with CDBG?

$$\frac{\$ 34,427}{\text{CDBG Funding}} \div \frac{\$ 1,067,309}{\text{Total Program/Project Costs}} = \frac{3.2}{\text{Percentage}}\%$$

6. Of the total program/project cost, what would be the total cost per person?

$$\frac{\$ 1,067,309}{\text{Total Program/Project Cost}} \div \frac{679}{\# \text{ Total Proposed Beneficiaries}} = \frac{\$ 1571.88}{\text{Cost Per Person}}$$

$$\frac{\$ 34,427}{\text{Total Amount of CDBG Funding}} \div \frac{679}{\# \text{ Total Proposed CDBG Beneficiaries}} = \frac{\$ 50.70}{\text{Cost Per Person CDBG Investment}}$$

7. Why should CDBG resources, as opposed to other sources of funding, be used for this project?

Domestic violence is a leading cause of homelessness. Using CDBG funds to help victims of domestic violence move into more stable, secure housing demonstrates the city's support for addressing both domestic violence and homelessness in Burlington and falls perfectly in-line with the City's Anti-Poverty Strategy and national and local CDBG objectives.

8. Describe your use of community resources, including volunteers. Include any resources not listed in your budget. Will CDBG be used to leverage other resources?*

Steps to End Domestic Violence relies on volunteers to provide direct services and other organizational support. We also benefit from in-kind donations such as toiletries, food, cleaning supplies and school supplies for children. Funding for CDBG-supported programs is diverse, however, local support for these initiatives helps us leverage state and national support.

IX. Collaboration/Efficiency

1. Give 1 or 2 examples of key successful collaboration(s) between your program/project and another agency/program/group to address the needs of the people you serve.

Steps to End Domestic Violence has an extensive history of strong and successful collaborations with local, state and national partners. In addition to our longstanding partnerships with Vermont Works for Women, ReSource and HOPE Works to provide support to women seeking job opportunities, training and other forms of economic empowerment, 2020 kicked off a more formal partnership with Champlain Housing Trust as we embarked on the acquisition, renovation and opening of our new shelter. The success of this collaboration can be seen in all facets of our new facility, including our ongoing relationship as CHT provides Steps with facility operations support and property management assistance.

2. Do identical or similar community programs exist? How does this program complement or collaborate rather than duplicate services? What makes this program unique?

Steps to End Domestic Violence is the only domestic violence service provider in Chittenden County providing emergency housing, transitional housing, rental assistance and economic justice services. While other emergency shelters exist, all have potential barriers to access for survivors including lack the expertise or facilities to ensure a safe and secure environment for

domestic violence survivors. Steps maintains strong relationships with these providers to ensure that services are not duplicated and households experiencing homelessness are served by the organization best fit to respond to their needs.

3. Provide 1 example of how your agency has become more efficient in achieving your outcomes or managing your project/program.

Our transition to our new facility as well as our ongoing assessment of staff retention and wellbeing helped us to identify many opportunities for increased efficiency across the organization. These increased efficiencies ranged from renegotiations of utility contracts to provide expanded services for a lower cost to the expansion of our Per Diem Advocate pool to ensure that after-hours support was available without depending on daytime staff to respond during the overnight hours as well. These changes have resulted in staff who have better boundaries and increased wellbeing while offering survivors consistent support services.

X. Sustainability

1. How will this project have a long-term benefit to the City of Burlington? If this program/project ends, how will that benefit continue?

The long-term benefit of this project for the City of Burlington is clear. Although Burlington's population makes up approximately 27% of Chittenden County, 47% of individuals served and almost 40% of households receiving emergency housing support by Steps reside in Burlington, by far the highest percentages of any town in Chittenden County.

Steps to End Domestic Violence has provided emergency and supportive services to thousands of individuals who have experienced domestic violence over the past almost 50 years. We have a diverse mix of public and private funding and, although the City's support is critical to our success, we are committed to finding sources of funding to continue services should we lose the support of the City of Burlington. Additionally, Steps supportive services are focused on providing survivors with long term economic self-sufficiency to support long term stability and decrease likelihood of subsequent episodes of homelessness.

2. CDBG funding is intended for new or expanded services. If CDBG funding ends, will the project be able to continue?

While Steps recently expanded its emergency housing and economic justice support programming to provide three times the trauma-informed, empowerment focused housing support services in our new, secure shelter, our commitment to providing emergency housing and financial empowerment services to survivors in Chittenden County is longstanding and unwavering. These services will not be discontinued if CDBG funding is discontinued.

3. How will you prioritize the proposed project activities if you do not receive the full amount requested?

Steps has committed to providing emergency housing as well as housing supportive services to all survivors. Additional funding would be pursued and efforts would be focused on immediate needs followed by ongoing stabilization services.