Understanding AmeriCorps and Determining Organization Fit

Amy Salinas and Jennifer Cowart
Tips for Participating

- Phones are muted;
- To ask questions, use the Questions panel OR
- Click on the hand icon to let us know you have a question; and
- Links and recording will be available after the session – www.nevadavolunteers.org
Guest Speakers

Amy Salinas
On3Learn
Austin, TX

Jennifer Cowart
On3Learn
Austin, TX
In Person Meetings

1. Thursday, October 12
   - 9:00 AM – 11:30 AM
   - United Way of Northern Nevada and the Sierra – 639 Isbell Road, Suite 460, Reno

2. Tuesday, October 17
   - 12:00 PM – 1:00 PM
   - Griddle, 460 West Winnemucca Blvd., Winnemucca

To register for either meeting, go to www.nevadavolunteers.org.
Advance registration is not required.
Webinars

- October 10 – Understanding AmeriCorps and Determining Organization Fit
- October 17 – Developing Your Program Design and Logic Model – The Pre-Application Phase
- October 24 – Understanding the AmeriCorps Budget & Budget Narrative
- October 31 – Understanding the NOFO Narrative and Performance Measures

ALL webinars are from 10:00 a.m. – 11:30 a.m.
Our Purpose

1. Understand the fundamentals of AmeriCorps and the NOFO; and
2. Help you determine if your organization has the capacity to implement and manage an AmeriCorps program.
Session Topics

- National and State Landscapes
- AmeriCorps State and National Programs
- AmeriCorps Members
- Organization Fit
- NOFO Overview
National Service Umbrella

Corporation for National and Community Service (CNCS)

AmeriCorps
- AmeriCorps National Civilian Community Corps (NCCC)
- AmeriCorps State & National
  - AmeriCorps Volunteers in Service to America (VISTA)

Volunteer Generation Fund (VGF)

Social Innovation Fund (SIF)
- SIF Classic
- SIF Pay for Success

Senior Corps
- Foster Grandparents
- Senior Companion Program
- Retired and Senior Volunteer Program (RSVP)
AmeriCorps

AmeriCorps State, National and Tribal

AmeriCorps

AmeriCorps VISTA

AmeriCorps NCCC
AmeriCorps National - operate in 2 or more states with one organization that serves as the legal applicant.

- Required to apply directly to CNCS and complete a consultation form on the Nevada Volunteers website.
- Grant submission information can be found at www.nationalservice.gov.
AmeriCorps State - operated by 1 legal applicant that places members in 1 state.

- Required to apply directly to State Service Commission - Nevada Volunteers.
- Grant submission information can be found at [www.nevadavolunteers.org](http://www.nevadavolunteers.org).
AmeriCorps State & National

Strengthening Nevada Through AmeriCorps and Volunteerism
AmeriCorps Focus Areas

- Veterans and Military Families
- Disaster Services
- Healthy Futures
- Economic Opportunity
- Education
- Environmental Stewardship
AmeriCorps Focus Areas

- Increase the preparedness for disaster
- Improve readiness to respond to disasters
- Help individuals recover from disasters
- Help individuals mitigate disasters
AmeriCorps Focus Areas

- Help economically disadvantaged people
  - Enhance financial literacy
  - Transition into or remain in affordable housing
  - Improve employability

Economic Opportunity
AmeriCorps Focus Areas

- Improve educational outcomes or school readiness for economically disadvantaged children
- Improve educational & behavioral outcomes for students in low-achieving schools
- Support economically disadvantaged students in post-secondary institutions
AmeriCorps Focus Areas

- Responsible stewardship of the environment
- Preparing communities for challenging circumstances
- Helping Americans respond and recover from disruptive life events
AmeriCorps Focus Areas

- Improve access to primary & preventative health care
- Increase seniors’ ability to remain in their homes
- Increase physical activity & improve youth nutrition
AmeriCorps Focus Areas

- Positively impacts veterans’ quality of life and improves military family strength
- Increase veterans, military service members & families:
  - Served by CNCS programs
  - Engaged in service through CNCS programs
**CNCS Funding Priorities**

- Disaster Services
- Economic Opportunity
  - Engaging opportunity youth either as the population served and/or as AmeriCorps members
- STEM education
- Healthy Futures
  - Reducing and/or preventing prescription drug and opioid abuse
- Veterans and Military Families
- Governor and Mayor Initiatives
CNCS Funding Priorities

- Rural Intermediaries
  - Demonstrate measurable impact and primarily serve communities with limited resources and organizational infrastructure
- Safer Communities
  - Activities focused on public safety, preventing and mitigating civil unrest and/or partnerships between law enforcement and the community
- Evidence-based Intervention Planning Grants
- Encore programs
Nevada Volunteers Funding Priorities

- Veterans and Military Families
- Education
  - Improve school readiness, education outcomes and prepare students for success in post-secondary institutions
- Direct service and capacity building activities in the area of recruitment, management, and effective volunteer practices and apply an intermediary program design
- Focus on urgent community needs in rural areas
Question Break
AmeriCorps Guiding Principles

- Compelling community problem
- Activities that address the problem
- Demonstrate impact & evidence of success
- Program based in evidence of success and capacity to show impact
AmeriCorps Guiding Principles

Compelling Community Problem

• Demonstrate there is a need in your community or communities.
• Do you have data you can share to show the readers of your grant that there is a problem? Is it compelling?
AmeriCorps Guiding Principles

Activities that address the problem and based in evidence of success

• Well thought out plan on how you are going to use AmeriCorps members.
  • AmeriCorps members - individuals who you recruit and select who will serve for a period of time, typically 10-12 months, for a specific amount of time per year i.e. 900 hours.
• Well thought out position descriptions
• Members are not given to you . . . you have to do outreach and recruit them yourself.
• Activities you propose for members to do have some likelihood of working.
AmeriCorps Guiding Principles

Demonstrate impact & evidence of success

- Be able to report on and document key indicators or success - Outputs and Outcomes
  - How many people served will be a success?
  - How will you know when members are doing something that will help to eventually move the needle on the issue or issues your community faces?
AmeriCorps Guiding Principles

- Engage a diverse group of individuals as members
- Accessible and welcoming
- Participate in National Days of Service

Strengthen Communities
AmeriCorps Guiding Principles

- Equip members for position specific duties
- Enhance personal & professional selves
- Develop stronger ethic of service
- Increase civic & community engagement post service

Develop Participants
1. National and Community Service Act of 1990 (as amended by the Serve America Act)
2. AmeriCorps Regulations
3. AmeriCorps Terms and Conditions
   a. 2017-2018 General Terms and Conditions
   b. 2017-2018 Specific Terms and Conditions for AmeriCorps State
AmeriCorps Members
<table>
<thead>
<tr>
<th>AmeriCorps Members are NOT:</th>
<th>AmeriCorps Members CANNOT replace:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff</td>
<td>Existing Staff</td>
</tr>
<tr>
<td>Employees</td>
<td>Existing Employees</td>
</tr>
<tr>
<td>Volunteers</td>
<td>Existing Volunteers</td>
</tr>
</tbody>
</table>
## Terms of Service

<table>
<thead>
<tr>
<th>Service Term</th>
<th>Minimum # of Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time</td>
<td>1,700</td>
</tr>
<tr>
<td>Half Time</td>
<td>900</td>
</tr>
<tr>
<td>Reduced Half Time</td>
<td>675</td>
</tr>
<tr>
<td>Quarter Time</td>
<td>450</td>
</tr>
<tr>
<td>Minimum Time</td>
<td>300</td>
</tr>
</tbody>
</table>
Terms of Service

- How many members?
- What length of time members need to serve?
- Number of hours that will be required to get their service completed and address the need.
# Slots and MSYs

<table>
<thead>
<tr>
<th>Service Term</th>
<th>MSY Value</th>
<th>Minimum # of Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time</td>
<td>1.00</td>
<td>1,700</td>
</tr>
<tr>
<td>Half Time</td>
<td>.500</td>
<td>900</td>
</tr>
<tr>
<td>Reduced Half Time</td>
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<td>675</td>
</tr>
<tr>
<td>Quarter Time</td>
<td>.26455027</td>
<td>450</td>
</tr>
<tr>
<td>Minimum Time</td>
<td>.21164022</td>
<td>300</td>
</tr>
</tbody>
</table>

1 slot

1 AmeriCorps Member
Question Break
# Member Eligibility

<table>
<thead>
<tr>
<th>Citizenship</th>
<th>✓ Must be U.S. Citizen or lawful permanent resident</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>✓ Must be 17 years of age or older (If 17, need parental consent).</td>
</tr>
<tr>
<td></td>
<td>✓ No upper age limit</td>
</tr>
<tr>
<td>High School</td>
<td>✓ Must be high school graduate or GED recipient agree to obtain a high school diploma or GED before utilizing the education award.</td>
</tr>
<tr>
<td>National Service Criminal History Check</td>
<td>✓ Subject to all facets of the National Service Criminal History Check</td>
</tr>
</tbody>
</table>
Member Activities

Prohibited Activities
AmeriCorps members may not engage directly in very specific activities or indirectly by recruiting, training, or managing others for the primary purpose of engaging in one of the activities on the list that follows.
Prohibited Activities

a. Attempting to influence legislation;
b. Organizing or engaging in protests, petitions, boycotts, or strikes;
c. Assisting, promoting, or deterring union organizing;
d. Impairing existing contracts for services
Prohibited Activities

- Engaging in partisan political activities, or other activities designed to influence the outcome of an election to any public office;
- Participating in, or endorsing, events or activities that are likely to include advocacy for or against political parties, political platforms, political candidates, proposed legislation, or elected officials;
- Engaging in religious instruction, conducting worship services, providing instruction as part of a program that includes mandatory religious instruction or worship, constructing or operating facilities devoted to religious instruction or worship, maintaining facilities primarily or inherently devoted to religious instruction or worship, or engaging in any form of religious proselytization;
Prohibited Activities

h. Providing a direct benefit to—
   i. A business organized for profit;
   ii. A labor union;
   iii. A partisan political organization;
   iv. A nonprofit organization that fails to comply with the restrictions contained in section 501(c)(3) of the Internal Revenue Code of 1986 related to engaging in political activities or substantial amount of lobbying except that nothing in these 9 provisions shall be construed to prevent participants from engaging in advocacy activities undertaken at their own initiative; and
   v. An organization engaged in the religious activities described in paragraph g, unless CNCS assistance is not used to support those religious activities;
Prohibited Activities

i. Conducting a voter registration drive or using CNCS funds to conduct a voter registration drive;

j. Providing abortion services or referrals for receipt of such services; and

k. Such other activities as CNCS may prohibit
Prohibited Activities

Also apply to:

✓ Staff (including host site staff)
✓ Volunteers recruited by AmeriCorps members
✓ Volunteers managed by AmeriCorps members
Member Activities

Allowable Activities

Activities that are consistent with the approved grant application, performance measurements, program documents, budget, and larger national priorities.
Allowable Activities

Examples:

• Tutoring and mentoring
• Providing relief after a natural disaster
• Helping build safe and affordable housing
• Maintaining or building trails
• Conducting outreach to veterans and military families
Member Activities

Unallowable Activities

Activities that fall outside the scope of the approved grant, measures, and position description.
Member Benefits

- Living allowance
- Health insurance
- Childcare assistance
- Education award
<table>
<thead>
<tr>
<th><strong>Member Benefits</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Living Allowance</strong></td>
</tr>
</tbody>
</table>
| **Health Insurance**  | ✓ Must be offered to full-time members  
                        | ✓ Can be offered to less than full-time members serving in a full-time capacity |
| **Childcare Assistance** | ✓ Available to full-time members who meet qualifications around household income, child age and burden to successfully serve their term.  
                                 | ✓ Can be offered to less than full-time members serving in a full-time capacity |
| **Education Award**   | ✓ Available upon successful program completion  
                        | ✓ Can be utilized toward qualified educational costs at eligible post-secondary educational institutions and/or to pay qualified student loans |
Minimum Eligibility

Organization Type

1. Indian Tribe
2. Institutions of Higher Education
3. Local Governments
4. Non-profit organizations
5. States
AmeriCorps Funds

Competitive
National pool of dollars that the Corporation for National and Community Service allocates across the country.

Formula
State pool of dollars that each state gets, including Nevada.
Minimum Eligibility

Competitive

✓ Must propose at least 20 member slots
✓ New applicants generally have no more than 50 member slots

Formula

✓ Requires at least 10 MSY’s (full-time equivalents)
✓ Will consider a minimum of 3 MSY for programs serving rural NV.
Organizational Capability

PROGRAMMATIC

? Do you have enough direct service activities for members to do so they are able to successfully complete their hours?

? Will my agency have access to the necessary data from member host sites to report on the selected performance measures?

? How do you ensure the integrity of the data and data collection methods where member host sites are responsible for the performance measures?
Organizational Capability

MANAGEMENT

? Per the NOFO, Nevada Volunteers requires that a full-time program director manage the AmeriCorps program. Is this possible?

? Does my agency have the administrative (i.e. HR, accounting, etc.) support to assist in the management of the AmeriCorps program?
Organizational Capability

FISCAL

? Does my agency have the funds available to operate the AmeriCorps program pending reimbursement?
? Does my agency have available funds and/or in-kind resources to support the proposed program budget?
? Is the AmeriCorps program sustainable for my agency with match increases that occur after year 3?
? Has my agency managed Federal and/or State grants in the past?
NOFO Overview

- NOFO Intent and Purpose: announce the availability of grant funding to plan for and establish AmeriCorps State programs in Nevada.
- Key Dates and Requirements
- Information and materials can be accessed on the Nevada Volunteers website shown here:
Resources

- Webinar Power Point
- Fact Sheets
  - CNCS
  - Senior Corps
  - AmeriCorps
- Prohibited Activities List
- 2017-2018 AmeriCorps Terms and Conditions
  - General and Specific to AmeriCorps State
Webinars

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