



## **Proposed Community Action Partnership ARRA AmeriCorps Team**

Up to 24 full-time AmeriCorps positions to be located at local Community Action (CA) agencies during a one-year grant opportunity funded through a federal stimulus grant to be awarded to the Oregon State Service Corps, which is sponsored by the Oregon Trail Chapter, American Red Cross.

Local CAs would be able to apply for 1-2 members to perform one or more of the following functions, with defined performance measures (shown below), which have all been identified by the Corporation for National and Community Service as priority areas for receipt of stimulus funding:

- Financial Planning/Literacy
  - *Clients will receive services related to financial planning (could include E2C2 counseling)*
- Food Insecurity
  - *Increase in number of clients served from prior year.*
- Home Foreclosure and Housing Assistance
  - *Clients will receive services related to home foreclosures and housing assistance*
- Housing Rehabilitation and Access
  - *Clients will receive housing rehabilitation, weatherization, and efficient energy services*
- Volunteer Generation and Management
  - *Community volunteers will be recruited and managed to address needs in their communities*

### **Restrictions on AmeriCorps Member work plans:**

Under federal statute, AmeriCorps members may not supplant existing staff. Neither can they duplicate functions that are carried out by existing staff. The role of AmeriCorps members is to expand or enhance existing services. Members are not employees of an organization and are not allowed to perform an employee's duties. Member assignments cannot result in reduction in hours, wages or employment benefits to existing employees. They cannot perform duties formerly performed by employed workers.

Members are prohibited from performing certain activities while serving, similar to Federally funded employees. These include attempting to influence legislation, political activities, religious instruction etc. Additionally, AmeriCorps members cannot be directly involved in fund development to raise operating funds. Members may do limited fund raising or small grant writing if funds are earmarked for specific activities such as a Teen Dance or scholarship. Members may not raise funds to pay for future placements of AmeriCorps members.

All members must perform their service under the direct supervision of an on-site supervisor who provides support, training and documentation of hours of service. While the program will have a Coordinator, each member placement requires identification of a site supervisor.

Members may not transport clients in their own vehicle. They may with the sponsor's permission drive agency owned vehicles and transport clients when covered by the agency's liability coverage. All sites are expected to provide overall safety training for their members.

Full time members perform 1700 hours of service in an eleven month period. They do not receive hours for lunch, vacation or sick leave. Up to twenty percent of these hours are available to them for training and development, since this is a core principle of AmeriCorps. Members are expected to participate in civic involvement activities, including at least three National Service Days, by volunteering or directing service projects such as MLK Day celebrations or Global Youth Service Day activities.

All members are required to pass a criminal background check and an NSOPR check. They are not allowed to serve alone with any member of a vulnerable population until the results of these checks have been received.

Members sign a binding contract that explains the requirements of their position, the results of early termination, their benefits, their rights under the national Grievance Procedures, and a list of activities prohibited under Federal law.

### **AmeriCorps Member Requirements and Benefits**

AmeriCorps members must be at least 17 years of age, and a citizen of the United States or a lawful permanent resident alien. All applicants must be checked against the NSOPR registry before acceptance into the program. Full time members must complete 1700 hours of service in no more than one year.

Full time members receive a living allowance of \$11,400 (taxed) health insurance, child care if they qualify, loan forbearance and an Education Award at the end of their service worth \$4,725 toward repayment of eligible student loans or current education expenses at a qualified institution.

<b>Revenue</b>		<b>Expense</b>	
Federal allocation per member	12,674		
<b>Site Cost Share</b>	<b>3,400</b>		
	16,074		
		Living allowance	11,400
		Health	1430
		FICA	872
		Workers Comp	17
		Admin	625
		<i>Sub</i>	<b>14,344</b>
		Background check	45
		Member travel	500
		Member gear	60
		% of space for Specialist	200
		Member training	500
		Staff travel	425
		<b>TOTAL</b>	<b>16,074</b>

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Comparison: AmeriCorps\*VISTA and AmeriCorps\*State and National

	AmeriCorps*VISTA	AmeriCorps*State and National
Practice	Capacity Building - Strengthen and support organizations. Build infrastructure, expand community partnerships, secure long-term resources. Ex. VISTA creates a tutoring program; AMC tutors	Direct Service. Examples include: tutoring, trail maintenance, disaster preparedness presentations, after school programs, volunteer recruitment and support, mentoring, prevention education,
	Must focus on Poverty Issues; create sustainable solutions and empower the community	Service Areas: Environment, Education, Public Safety, Human Needs
	Can fund raise for sponsor operations, endowment etc.	Cannot raise operating funds for sponsor; May fund raise small amounts for specific use such as teen dance, school books etc. Hours on fund raising are limited to 10% of total service hours (Full time = 170 hours)
	Can write grants	Cannot write grants for major funding; cannot write grants to support AmeriCorps position
Law	Follows requirements of Domestic Volunteer Service Act of 1964	Follows requirements of National and Community Service Trust Act of 1995
Service Period	Full time for one year (365 days)	Full time = 1700 hours of service in a 9-12 month period; also part-time options (900; 675; 450; 300 hours)
#	6,000 members nationally 1,100 projects nationally	Approximately 60,000 full and part time members nationally
Eligible Sponsors	Nonprofit organizations, educational institution, or tribal or public agency with a project explicitly designed to alleviate poverty	Public or private non-profit organizations, including labor organizations; community organizations; institutions of higher education; states and territories; government entities within states or territories (cities, counties) and partnerships or consortia
Member Requirements	Must be 18 years old - no upper age limit. Most members have college degrees or at least three years of work experience	Must be 17 years old - no upper age limit.
	Must be U.S. citizen, national, or legal permanent resident alien	Must be U.S. citizen, national, or legal permanent resident alien
Commitment	Committed to the program 24/7 - cannot hold any outside employment or attend school during year of service.	May have a job outside of the sponsor or attend school
Training	Pre-service training is provided by CNCS, as well as project-specific training during service.	Sponsor is responsible for member training and orientation. Sponsors and placement sites are expected to help members develop an ethic of service and the leadership skills needed for active, productive citizenship.
Benefits	Living allowance, health ins + loan forbearance, interest payment and child care if eligible	Full time members: living allowance & health ins+ loan forbearance, interest payment and child care - if eligible PT members benefits are variable
	Education Award of \$4,725 OR cash of \$1,200	Education Award of \$4,725 (only option)
	Non competitive status for federal job (1 year only)	NA
	Relocation allowance and travel to/from placement	NA
	Many intangibles	Many intangibles