

PART I - FACE SHEET

APPLICATION FOR FEDERAL ASSISTANCE		1. TYPE OF SUBMISSION: Application <input checked="" type="checkbox"/> Non-Construction	
Modified Standard Form 424 (Rev.02/07 to confirm to the Corporation's eGrants System)			
2a. DATE SUBMITTED TO CORPORATION FOR NATIONAL AND COMMUNITY SERVICE (CNCS):		3. DATE RECEIVED BY STATE: 18-JAN-11	STATE APPLICATION IDENTIFIER:
2b. APPLICATION ID: 11AC124137		4. DATE RECEIVED BY FEDERAL AGENCY:	FEDERAL IDENTIFIER: 09ACHNM0010003
5. APPLICATION INFORMATION			
LEGAL NAME: The Wellness Coalition DUNS NUMBER: 829122301		NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes): NAME: Samuel J. Castello TELEPHONE NUMBER: (575) 534-0665 FAX NUMBER: (575) 534-0524 INTERNET E-MAIL ADDRESS: sam@wellnesscoalition.org	
ADDRESS (give street address, city, state, zip code and county): 409 N Bullard St Silver City NM 88061 - 5311 County: Grant			
6. EMPLOYER IDENTIFICATION NUMBER (EIN): 850402285		7. TYPE OF APPLICANT: 7a. Non-Profit 7b. Community-Based Organization	
8. TYPE OF APPLICATION (Check appropriate box). <input type="checkbox"/> NEW <input type="checkbox"/> NEW/PREVIOUS GRANTEE <input checked="" type="checkbox"/> CONTINUATION <input type="checkbox"/> AMENDMENT If Amendment, enter appropriate letter(s) in box(es): <input type="text"/> <input type="text"/> A. AUGMENTATION B. BUDGET REVISION C. NO COST EXTENSION D. OTHER (specify below):		9. NAME OF FEDERAL AGENCY: Corporation for National and Community Service	
10a. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER:94.006 10b. TITLE: AmeriCorps State		11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT: TWC AmeriCorps	
12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc): The Wellness Coalition serves Catron, Grant, Hidalgo and Luna Counties of southwestern New Mexico (a 17,305 square mile area). Additional partner sites are located across the state at Laguna Pueblo, Truth or Consequences and Las Cruces.		11.b. CNCS PROGRAM INITIATIVE (IF ANY):	
13. PROPOSED PROJECT: START DATE: 09/01/11 END DATE: 08/30/12		14. CONGRESSIONAL DISTRICT OF: a.Applicant <u>NM 002</u> b.Program <u>NM 002</u>	
15. ESTIMATED FUNDING: Year #: <u>2</u>		16. IS APPLICATION SUBJECT TO REVIEW BY STATE EXECUTIVE ORDER 12372 PROCESS?	
a. FEDERAL	\$ 403,350.00	<input type="checkbox"/> YES. THIS PREAPPLICATION/APPLICATION WAS MADE AVAILABLE TO THE STATE EXECUTIVE ORDER 12372 PROCESS FOR REVIEW ON: DATE: <input checked="" type="checkbox"/> NO. PROGRAM IS NOT COVERED BY E.O. 12372	
b. APPLICANT	\$ 338,693.00		
c. STATE	\$ 0.00		
d. LOCAL	\$ 0.00		
e. OTHER	\$ 0.00		
f. PROGRAM INCOME	\$ 0.00		
g. TOTAL	\$ 742,043.00		
17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT? <input type="checkbox"/> YES if "Yes," attach an explanation. <input checked="" type="checkbox"/> NO		18. TO THE BEST OF MY KNOWLEDGE AND BELIEF, ALL DATA IN THIS APPLICATION/PREAPPLICATION ARE TRUE AND CORRECT, THE DOCUMENT HAS BEEN DULY AUTHORIZED BY THE GOVERNING BODY OF THE APPLICANT AND THE APPLICANT WILL COMPLY WITH THE ATTACHED ASSURANCES IF THE ASSISTANCE IS AWARDED.	
a. TYPED NAME OF AUTHORIZED REPRESENTATIVE: Samuel J. Castello		b. TITLE: Administrator	c. TELEPHONE NUMBER: (575) 534-0665
d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:		e. DATE SIGNED: 01/18/11	

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Executive Summary

The Wellness Coalition's AmeriCorps program operates in four rural New Mexico counties. AmeriCorps members are placed at Community Partner Host sites to support well qualified organizations working in the areas of health care, youth development and education. A strong emphasis is placed on member development and helping members acquire skills and experiences to prepare them for the workforce.

Rationale and Approach

(1) DOCUMENTED NEED IN THE COMMUNITY

This application addresses the Corporation's Priority Area of Economic Opportunity as its focus.

The Wellness Coalition (TWC) serves the four counties of southwestern New Mexico. Catron, Grant, Hidalgo and Luna Counties cover a huge rural area with populations living in remote, small communities. The four-county area makes up 17,305 square miles, an area roughly the size of New Jersey, Connecticut, Delaware and Rhode Island combined (they total up at 17,765 square miles). Hidalgo and Luna Counties are on the US border with Mexico; Grant County extends to within 10 miles of the border. Major towns are Silver City (pop. 9,977, a NRHP Main Street Community), Deming (a 15,277-resident Economic Community Enterprise Zone Community), and Lordsburg (pop. 2,665, a National Health Service Corps site and USDA Champion City). The total population is 65,386, of whom 52% are Hispanic, in an area of 17,305 square miles (City-Data 2007, US Census 2008).

Need for Economic Opportunity:

The communities in the four counties have been hit extremely hard by the recession and global economic crisis. The decline in copper prices led to the shutdown of the mining industry, with a loss of over 2000 jobs directly or indirectly related to mining since November 2008. While previous fluctuations in mining employment resulted in people temporarily leaving the area, this time unemployed miners have nowhere to go, since the economy is suffering everywhere. In Grant County alone the unemployment rate jumped from 7.2 to 11.6% between January and March 2009 (Bureau of Labor Statistics). Luna and Grant counties are currently ranked #2 and #3 in the state with

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unemployment rates of 11.6% and 17.8% in November 2009; New Mexico's state unemployment rate is 7.8% (Bureau of Labor Statistics).

New Mexico also ranks last in the United States in its percentage of people living in Asset Poverty. Asset poverty is commonly defined as a household's ability to subsist at the poverty threshold for 12 weeks without income. For a family living paycheck to paycheck, loss of a job can trigger a whole host of issues that build the cycle of poverty such as loss of medical benefits, inability to pay a mortgage, inability to purchase food and other daily necessities. According to the Corporation for Enterprise Development, which uses US Census Data, 36.2% of New Mexicans are asset poor. The US average is 22.4% (2007-2008 SCED Scorecard).

The need for economic opportunity was selected based on the fact that our area has poverty rates ranging from 17.7-32.5%, the highest unemployment rates in the state, and the highest asset poverty rate in the nation. Additionally, it became clear that the need for economic opportunity was present when, in December 2008, the Mayor of Silver City (the seat of Grant County) called a meeting of all health and social service providers to coordinate a one-stop, quick-response program for 900 miners who were scheduled to be laid off in February, in order to avoid the surge in child abuse and neglect, domestic violence and suicides the community experienced during previous mining downturns. While all attendees recognized the need for this service, and steps were laid out to implement it, there was no follow-up, and the February layoff passed without concerted civic response. This was again due to a lack of capacity within any of the agencies to take the leadership and coordinate establishment of the assistance site.

(2) ACTIVITIES THAT ADDRESS NEED WITH PERFORMANCE MEASURES AND PLAN FOR IMPROVEMENT

Activities are based around two Cadres of members: the Wellness Cadre and Conservation Corps Cadre. Because of the size of our service area, we will work with established partnership sites to implement Wellness Cadre activities while implementing our Conservation Corps Cadre out of our Silver City office.

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The need as identified is for economic opportunity for economically disadvantaged individuals in our community. We will engage both Cadres in activities that center around financial literacy and job training as a means of increasing their employability and ability to better endure financial stress. Both Cadres will follow a common training schedule of core competencies for job readiness. Specific Job Skills Training will occur at each partner site but aligning with common Cadre Career Paths. The Wellness Cadre will introduce participants to Health and Social Services careers through placements at Community Health Centers, Domestic Violence Shelters, School Based Health Centers, Charter Schools, and the local Volunteer Center. The Conservation Corps Cadre will utilize the 3.5 million acre Gila National Forest and Wilderness as an outdoor classroom to build job skills and as an introduction into forestry careers.

Core Competency Activities:

Beginning of Service Assessment- All corpsmembers will undergo an Individual Development Plan (IDP) assessment upon enrollment in the program. The IDP is used to set personal and professional goals for each corpsmember. All corpsmembers who identify a need for financial health will be enrolled in TWC's Financial Literacy Training. Participants who score well enough in the Financial Literacy Training will be enrolled in TWC's Individual Development Account Program (IDA). The IDA program matches \$4000 to participants who save \$1000 for education, homeownership, or to start a business. IDA's are a well established method for combating asset poverty. TWC currently hosts 10 IDA accounts and is building accounts for an additional 10 IDA's. All corpsmembers will develop a "skills inventory" based on their Individual Development Plan. The Member Development Coordinator will incorporate the skills inventories into the planning of training activities where corpsmembers with similar skills deficits can learn together and where corpsmembers with particularly strong skill sets can participate in peer mentoring by teaching fellow corpsmembers. The IDA component directly combats Asset Poverty by building financial literacy skills and providing the potential to quickly save money for self-investment. All corpsmembers receive basic CPR/First Aid within their first six weeks of service. All

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corpsmembers receive training in resume writing and interviewing skills at the conclusion of their service. Conservation Corps Cadre members will receive a workshop training specifically designed to help them navigate the Federal Jobs websites that are likely to hire experienced people in conservation careers and will receive tips and strategies for securing federal land management jobs from both TWC staff and Forest Service Personnel, who are familiar with the recruitment pipelines. Wellness Cadre members will receive a similar workshop day where staff from local health and human services providers will share their real life experiences working and maintaining employment in the health and wellness fields.

Cadre Specific Activities:

The Wellness Cadre will be trained in Health and Social Services Careers. They make presentations at community events and in schools to promote healthy behavior choices among youth as well as to encourage the pursuit of health care careers among teens. A set of core services is provided by the Wellness Cadre Members at each site. These include eligibility assessments, enrollment and facilitated referrals to services provided by other agencies, such as income support, housing or substance abuse programs. The service mix added to these core services varies for each location, is tailored to local community needs, and may include volunteer recruitment and management, parenting classes, at-risk youth activities, intergenerational programs, father involvement activities, facilitation of support groups, teen pregnancy prevention activities and teen parent support, employment and life skills training, health education classes and any other activities requested by the community. Placements for Wellness Cadre members will be at local Community Health Care Centers such as Hidalgo Medical Services (Lordsburg and Silver City), Presbyterian Medical Services (Deming and Reserve) and at County Community Health Councils.

Conservation Corps Cadre Members participate in seasonal, project driven activities. They will engage in Trail Construction and Rehabilitation, Wildlife Restoration, and Forest Thinning. The Conservation Corps Cadre experience teaches corpsmembers how to work on a team, assess projects, plan and set

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measurable goals, and basic readiness like arriving to work on time, cooking meals as a group, etc. Job Specific training will also be delivered on hard skills such as plant identification, orienteering, chainsaw operation, tool maintenance, as well as GIS and mapping skills. At the time of submission of this proposal, TWC is very close to securing the commitment of the Gila National Forest Supervisor's Office to provide Type 2 Firefighting training to a selected group of the Conservation Corps Cadre members. This means that Conservation Corps Cadre members would interview to be placed in an elite group that would get firefighting training from the forest service, and that would be the first group on the "Administrative Discretion" hiring list for the Forest Service at the start of Fire Season. It has been three years since the Gila National Forest has trained and hired a local firefighting crew, even though the funding has been in their budget each year to do so.

Tracking and evaluating progress toward meeting and achieving performance measures:

Wellness Cadre Reports will be generated by each Wellness Cadre Team under the direction of their Site Supervisor and the Wellness Cadre Coordinator. A pre, mid and post term survey will be presented to each Site Supervisor and to each Site's Director and Board of Directors to measure the impact members are having on the Agency's Mission.

Conservation Corps Teams will have a bi-weekly log reporting member activities and training filled out by the Crew Supervisor. Additionally, each member will turn in a bi-weekly Goals Progress report, outlining progress made towards their Individual Development Plan.

Performance Measures are CNCS National Performance Measure Pilot Priorities. TWC will track the number of economically disadvantaged individuals receiving financial literacy services. This will include both corpsmembers and community members served by the Wellness Cadre. The increase in financial knowledge will be measured. TWC will also track the number of economically disadvantaged AmeriCorps Members who are unemployed prior to their term of service. TWC will track employment rates post program completion.

TWC currently operates both Cadres, so we have experience in the activity areas. Currently, there is one

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Full Time, 11 part-time member and 2 Quarter Time stipended members and 12 part time members not receiving a stipend placed at partner sites. There are an additional 50 minimum time members serving through the year in various terms as Conservation Cadre members. TWC currently has around 40 Conservation Corps Cadre members not participating in the AmeriCorps program.

For this proposal, we would like to expand both Cadres. We propose 4 Full Time, 12 Part-Time Members receiving a stipend and an additional 12 Part Time members not receiving a stipend placed at Partner Sites (this includes TWC as a site location). These members will all serve in our Wellness Cadre. The Conservation Cadre will be made up of 6 Part Time members receiving a stipend, 6 part time members not receiving a stipend and 48 minimum time members not receiving a stipend.

The Wellness Cadre requires a longer commitment because it takes more time to acquire the skills necessary for health and human services careers. Additionally, the 12 month, part time schedule lends more flexibility for local partner sites to accommodate college students and other corpsmembers who may have scheduling difficulty with a full time service position.

The Conservation Cadre work is full-time, but shorter term. The Part-Time members will be carefully selected for leadership roles and be required to learn more project planning skills than their minimum time counterparts. The use of minimum time slots on Conservation Cadres is appropriate because the service environment is outdoors and very physical. In order to preserve high retention and completion rates, we have found that 300 hour terms are best.

We are very careful to train and monitor our partner sites in the prohibitions against non-duplication, non-displacement and non-supplementation. Each partner site fills out a Host Site Application that explains the prohibitions and then asks how that individual site will ensure compliance. If a Host Site is selected, we review these prohibitions at the Site Supervisor Orientation along with the service work plan. The same is true of prohibited member activities. We provide information on the Host Site Application and then review this information with the site staff if they are selected.

Generally speaking, we help partner sites understand the rules by asking them to pretend that the

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corpsmember is not able to complete their term. We guide them through thinking of what the impact would be in the partner site in terms of whether or not other people would be there to do that activity, whether or not the service description is different than staff job descriptions, etc. For prohibited activities, we tend to focus on the member development component as a good way to understand inappropriate activities. We ask sites to consider if answering phones or filing paper is really enriching a member's service, or just keeping them busy. We are very clear with sites that no religious, political or union activity is allowed by corpsmembers.

In our area, the Intermediary AmeriCorps model has been particularly effective as a tool to develop Wellness Cadre partnerships and programs that give skills to corpsmembers. We have one community health clinic that cannot have non-staff on site but because TWC is able to provide the framework for a training program that is tied to a site contract and agreement via AmeriCorps, they now host members every year. Almost all of their members go on to health care careers. Partner Sites understand the benefit of one central agency facilitating the recruitment, placement and basic training of members. Many sites are just too small to be able to carry the burden of applying for or managing an AmeriCorps award on their own.

Plans for continuous program development:

The Wellness Cadre Coordinator will convene a monthly site meeting at each site with the Site's Team and the Site Supervisor. That meeting will cover progress on goals, and provide reflection time for strengths and weaknesses. This is also an opportunity to get feedback in a timely way. The Outreach and Development Coordinator will convene a members only Cadre meeting once a month where all Cadre Members will meet together to share experiences. At that meeting, members will receive progress reports and feedback on performance from the coordinator. Members will undergo an evaluation once per quarter and will also have a chance to evaluate their site and the program in writing on a quarterly basis. Satisfaction of the Partner Agencies is also a valuable outcome. Partner Agencies will be surveyed to assess their satisfaction with the AmeriCorps program and its usefulness in helping them accomplish

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their own programmatic goals. This survey will be administered semi-annually, once after six months of participation in the program, and once at the end of the grant year. Information from the survey will be used to improve program activities to better address the needs of community agencies.

(3) PARTICIPANT ROLES ALIGNED WITH NEEDS LEADING TO MEASURABLE OUTCOMES

The Wellness Coalition will be addressing the Corporation's Priority Area of Economic Opportunity and will be using standard performance measures.

Aligned Need, Output and Outcome 1: In order to address the need for people in our area to develop skills that will allow them to secure employment, TWC will engage 132 Corpsmembers in two Cadres that will receive job skills and job readiness training. The Intermediate outcome is that at least 60% of corpsmembers will secure employment within the first quarter of program completion. The End Outcome is that 75% of the corpsmembers who secured employment within the first quarter of program completion will still be employed in the third quarter after program completion.

Aligned Need, Output and Outcome 2: In order to address the fact that New Mexico ranks last in the United States in Asset Poverty, which is the ability to subsist for 12 weeks at the poverty level without income, at least 120 corpsmembers or community members will participate in Financial Literacy Classes. The intermediate Outcome #1 is that at least 80% of Financial Literacy participants will demonstrate improvement in their skills and understanding as shown in pre and post tests.

Intermediate Outcome #2 is that 20 candidates will be selected for the Individual Development Account Program. The End Outcome is that 75% of the Individual Development Account participants will have met their savings goals within 12 months of being enrolled.

The participant roles are designed to provide on the job training in a real life setting to allow participants the opportunity to learn a skills that they can take into two local industries: Health Care and Land Resource Management. The area's unemployed workers need practical experience to be competitive in the job market.

Additionally, the Individual Development Plan creates up to three goals: one personal, one professional,

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and one educational. Cadre members will then report back on progress made in achieving those goals, and the Outreach and Development Coordinator will provide support and secure resources to ensure success. This allows us a secondary activity to apply individualized support to participants in areas that they themselves have identified as important for their success. The financial literacy participants have the added incentive of potentially being selected for the Individual Development Account program. All the roles and activities build strength in job readiness and financial security. This is tracked through Individual Development Plan goal charts that measure progress towards meeting goals, Financial Literacy Class pre and post test results, and job placement reporting.

All corpsmembers will receive follow-up and job placement support once they complete the program. The Outreach and Development Coordinator will track the number of participants securing employment within the first quarter of program completion. A follow-up survey will be performed to determine the number of participants maintaining employment in the third quarter after completion. TWC will also track the number of corpsmembers and community members receiving financial literacy training.

(4 i) INVOLVEMENT OF TARGET COMMUNITY IN PLANNING

Each of the four County Community Health Councils dedicates significant time and resources to identifying needs in their county. Through surveys, phone calls, demographic data, independent assessments, and community meetings, each Health Council develops a Health Profile and Plan which is updated on a semi-annual basis (depending on the county). The TWC Board of Directors, along with TWC staff, then analyses this information to identify common threads. In addition to this process, TWC periodically convenes and participates in meetings to determine specific needs for particular issue areas. Economic Development is a key component of all four county Health Plans.

TWC has also performed a Youth Survey for three years. The Youth Survey polls young people in the four counties about their attitudes and awareness of issues such as safety, inclusion and other resiliency factors. Information from the survey is used to inform program design.

TWC convened a series of meetings on the topic of Youth Corps Development in order to determine

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community interest and collect input. Over 30 agencies worked for 6 months to develop a Strategic Plan for design of a Regional Youth Corps. It is this document TWC now uses to guide our program development.

TWC constantly looks to how the community can be engaged in the development and planning of AmeriCorps activities. Members are encouraged to provide feedback and serve as community advocates. When planning sessions occur, AmeriCorps members are invited to attend and participate.

In 2009, TWC began a Corpsmember Council. The Corpsmember Council is made up of representatives from both Cadres and includes seats for alumni as well. The Council elects two representatives who participate in community meetings and TWC processes such as board meetings and strategic planning.

In the spring of 2010, TWC's Board of Directors plans to address the issue of permanent seats on its board that could be filled by Council members, or the active solicitation of Council members to serve on TWC's board in existing seats.

(4 ii) COLLABORATION WITH OTHER CNCS PROGRAMS

The TWC AmeriCorps program works closely with the Grant County Volunteer Center (a Service Learning Center). TWC also hosts several VISTA members through the New Mexico Forum for Youth in Community's VISTA Cadre. TWC regularly meets with other Corporation funded programs such as Rocky Mountain Youth Corps (Taos, NM) and Coconino Rural Environmental Corps (Flagstaff, AZ) to perform joint projects and compare best practices. TWC's staff has been an active participant in the development of a statewide proposal to bring Summer Service Learning to New Mexico. Finally, TWC has been a Technical Assistance Consultant to the CNCS funded EnCorps Project, which provides resources to CNCS programs. In January 2010, TWC met with Youth Volunteer Corps to discuss opening up a New Mexico partnership site through their AmeriCorps model in order to serve teens. TWC is in close communication with our State Commission and has worked on several pilot projects designed to jump-start or otherwise support the development of new and emerging National Service Programs in New Mexico.

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(4 iii) REPLICABLE DESIGN

TWC's model of regional collaboration in a large, remote rural area has been very successful in terms of bringing resources, capacity building and funding to organizations and their underserved populations. TWC has brought more than \$8 million to the four counties, created more than 15 positions, not counting AmeriCorps member positions. None of these resources would have been available individually to the many organizations represented in the TWC Network. Regional collaboration is now viewed as beneficial, when six years ago service providers would not communicate across county lines.

TWC's model of providing a larger organizational umbrella for smaller non-profits to engage in CNCS programs can easily be adapted to other communities. For the first three years of program operation, TWC's AmeriCorps program existed solely on this model. The in-house Youth Corps model came later and was much easier to implement because existing structure was already in place.

In the case of the Youth Corps Teams, TWC is following a well-established model of implementation based on The Corps Network's technical assistance resources. Rocky Mountain Youth Corps has also provided technical assistance and has agreed to provide ongoing support to replicate the Youth Corps model in our area. The model of working with local land management agencies to secure cost match and leveraging resources can easily be duplicated.

TWC partner site pay a cost share match, which is also a model practice in AmeriCorps programs across the US.

Organizational Capability

1) i. SOUND PROGRAMMATIC AND FISCAL OVERSIGHT

TWC has a sound and effective financial management system well suited to managing multiple federal grants, draw-downs, and Financial Status Reports. The Board approves the annual budget, which it monitors by reviewing monthly financial statements. TWC undergoes an annual audit; the FY 2008 audit letter is included in the Appendix. TWC has undergone five A-133 audits and one OIG Audit and has received unqualified reports in each case.

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Other Collaborative Programs: The Healthy Communities Access Program, funded by a three year federal grant that completed activity in 2006, is a partnership between 10 agencies in four counties. TWC is completed the first round of work on a new collaborative effort, the Drug Free Communities Program, that designates TWC as a facilitating organization in a multi sector regional coalition. This program is in its fifth of five years. TWC serves as a Regional Partner Organization for the New Mexico Forum for Youth in Community. In that capacity TWC has brought groups together multiple times, most recently under the Southwest Youth Corps Initiative, in which representatives from 30 groups met to develop a Strategic Plan for a Regional Youth Corps. TWC manages other partnerships between agencies with its Tobacco Use Prevention and Control Program (since 2003). TWC's coalition meetings rotate between each of the four counties and the Board voluntarily rotates chairmanship among the county representatives as well, further adding to TWC's broad support among regional partners

Capacity to manage finances: TWC currently has an annual operating budget of over \$1,400,000 (FY09). Since its inception in 2002 TWC has successfully managed multiple funding sources, reporting to State, Federal and Private funders on programmatic and fiscal activity. Currently, TWC manages two federal, three state (one of which is AmeriCorps), and one private foundation grant. TWC staff routinely performs internal audits to ensure proper reporting and improve systems if necessary.

All TWC programs are collaborative, based on a multi-agency and multi-site program design. All direct services under each TWC program are provided by TWC partners, while TWC supports the program through administration of funds, support to partner site management, staff trainings, evaluation training and implementation, and further resource development for sustainability.

Sites receive support in person, over the phone, and via email. In remote locations covering large distances, communication is key and flexibility is a hallmark of that communication. In 2010, TWC will begin rollout of internet, video, and teleconferencing systems to further increase contacts and communication between sites and Coordinators. Web-based meetings utilizing GoTo Meeting software also increase and improve quality of communication. In the month prior to and in the first month

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following the start of the program, it is not unusual for the Coordinator and Program staff to have daily meetings via phone or in person with Site Supervisors as preparation is made for new and returning members to begin service. In previous years, these meetings have occurred primarily with the Coordinator, the VISTA support member and supervisors. After the program has begun and member placements are underway, the Coordinator and VISTA member perform assessments via phone and in person to determine which locations need what type of assistance. In September, the first Site Supervisors meeting occurs. By this point, supervisors have had ample interaction with AmeriCorps staff to have a solid foundation on rules and regulation. Roles are clarified at this meeting, especially in the case of new sites or new supervisors who haven't had an AmeriCorps member before. Supervisor meetings then occur quarterly, to coincide with monthly member meetings. In the interim, AmeriCorps staff make a weekly site visit to address questions and assess needs. The AmeriCorps Coordinator writes a monthly newsletter to members and supervisors which is delivered via email and regular mail that highlights concerns and issues that come up so the entire group can benefit from questions. Site Supervisors are also invited to attend the statewide AmeriCorps training in October. Partner sites are not directly affiliated with TWC, and as such their fiscal standards may vary. TWC will utilize a tool developed by the New Mexico Commission for Community Volunteerism to ensure that all partners are following federal standards.

ii) BOARD OF DIRECTORS AND STAFF:

TWC employs a highly qualified and professional staff. TWC's Executive Director, Sam Castello, has worked in both the public and private business worlds. He has been at TWC since 2003 and has successfully developed and directed a set of dynamic multi-organization collaborative programs in the region through a flexible mix of state, federal and private donors and contracts. Wally Lawder, Wellspring Coordinator, is an expert in meeting the needs of social service providers, having spent 16 years in the field. Lawder developed the Wellspring Center (TWC's Non-Profit Resource Center) from its inception two years ago. He serves his community as Treasurer of the Grant County Chamber of

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Commerce. Jo Lynn Slaughter has served as Office Manager for The Wellness Coalition for the last 4 years and guided the organization through several audits during that time. Fiscal Manager Freddy Barragan, has been with the organization for 18 months. Barragan was a Lead Auditor with the State of New Mexico for 15 years and also served as an Auditor Supervisor for 5 years. He brings a wealth of compliance and accounting knowledge to his role.

Management Structure. TWC has an Executive Director, who oversees 12 staff and one VISTA member. The 9-member TWC Board of Directors oversees the Executive Director. Two Board Member positions are filled from each of the four counties and these members elect a president at-large. Board Members are recommended by the County Community Health Councils, providing a strong link to these community based bodies. The Board is actively involved in the development and oversight of all programs and reviews program and financial reports at its monthly meetings.

Staff Structure: The Executive Director hires Program Directors to oversee each grant and Office Staff to support operations. The Executive director also approves all staff positions required for implementing the grant. TWC embraces a team-based approach to managing all of its programs, so input from all staff on program implementation and oversight happens at regular intervals through directed staff meetings.

Key Personnel responsible for Program: Sam Castello, Executive Director, who has established and developed the program since its inception, supports the AmeriCorps Coordinator through technical assistance and resource development. David Chandler, Youth Corps Director, oversees the Conservation Corps Cadre Coordinator, Wellness Cadre Coordinator, and Outreach Coordinator. The Wellness Cadre Coordinator supports members and host supervisors, implements and facilitates training and other Member development efforts. The Coordinator is responsible for reporting performance, submitting invoices, and monitoring time sheets. She also coordinates all recruitment and member selection activities with the host sites, and upon beginning of the program year, guides both host site supervisors and members through their respective orientation sessions. The TWC Office Manager assists the Coordinator with financial management, and monitoring host site compliance with fiscal and reporting

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requirements. Finally, our VISTA member, provided through the NM Forum for Youth in the Community, will continue to assist the Coordination staff with recruitment, training and member support.

iii) ORGANIZATIONAL SELF ASSESSMENT

TWC has an active Board of Director that meets monthly to assess organizational performance. The Executive Director and staff make regular reports on both program activity and operational issues, and where appropriate, the Board offers comment and suggests action. The Board also reviews its Strategic Plan annually, holding a retreat on a semi-annual basis.

Staff holds regular meetings as well to address programmatic and operational issues. Staff meets weekly as a group. The Executive Director and Youth Corps Director meet bi-weekly to review action plans and address issues. The Youth Corps Director shares an office with support staff and also holds a weekly meeting to review action plans and address operational issues. AmeriCorps staff provide feedback and support to supervisors via weekly site visits and monthly newsletters.

iv) ABILITY TO PROVIDE OR SECURE TECHNICAL ASSISTANCE

The Wellness Coalition has provided a wide variety of training and technical assistance services to faith-based and community organizations in the four counties of southwestern New Mexico over the last five years. TWC was originally founded to develop collaborative programs and services benefiting the rural populations in the area. Direct services under TWC programs are sub-contracted to local and regional service providers. Through this experience, TWC is well positioned to manage sub-awards under the CCF Program. Early on, in monitoring sub-contracts, capacity-building needs of TWC partner organizations became apparent. As TWC became known for providing resources to its partners, other nonprofits expressed interest in benefiting from TWC's capacity-building services. In 2007, TWC was awarded a grant from the Con Alma Foundation to establish the Wellspring Center, the nonprofit capacity-building branch of TWC. Since then, outreach, advertising, training schedules, and evaluation have been strengthened and institutionalized. To list all the capacity building activities TWC has

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provided in the past would be impossible within the page limits of this proposal. What follows are samples from the last 18 months:

Mastering Board Basics -- Frank Lopez

Roles and Responsibilities of Nonprofit Boards (2x) -- Nikki Zeuner

Time Management -- Sunny Yates

Design the Year: The Technology of Success -- Sunny Yates

Boards that Wow - Frank Lopez

Grant writing: Securing Resources for Nonprofits - Richard Marchese

Ground Level Grant writing (3x) - Blaire McPherson

Nonprofit Financial Fundamentals - Kay Sohl

Wellspring's Nonprofit Clinic - Nikki Zeuner

Nonprofit Strategies for Thriving in Hard Times - Nikki Zeuner

How to Create a Nonprofit Business Plan - Keith Williams

So. You Want to Start a Nonprofit? (2x) - Nikki Zeuner

Effective Meetings -- Sunny Yates

Meetings that Matter - Roi Couch

Total Quality Control - Frank Mirabal

Project Management - Sunny Yates

Navigating Cultural Differences - Susan Rinderle

Volunteer Recruitment & Engagement -- Rick Lynch

Walking the Path of Cultural Inclusion - Laura Ramnarace (TWC Staff)

Fun with Workplace Conflict - Laura Ramnarace (TWC Staff)

Public Policy? GOOD! - Charlie Alfero

Disabilities: The New Paradigm - Beverly Allen-Ananins (TWC Board Member)

TWC has a track record of providing many hours of technical assistance and training to our partners.

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This occurs in the form of direct technical assistance, of workshops, and through connecting our partners with outside TA resources. TWC is the link between TA resources available in central and northern New Mexico and the remote, rural southwest part of the state. TWC performs semi-annual Technical Assistance needs assessments for the southwestern Non-Profit community.

(2) RECORD OF ACCOMPLISHMENT

i. GENERATION OF VOLUNTEERS TO SUPPORT ORGANIZATION;

TWC has a history of generating volunteers at service day events and for development of youth programs at our offices. TWC currently has a volunteer youth group of approximately 10 teenagers working to develop a youth space at TWC.

ii. LEADERSHIP WITHIN THE ORGANIZATION AND COMMUNITY TWC works actively to break down the barriers between agencies and tried to foster a vision of partners developing model collaborative programs that positively impact community health and the quality of life in Southwestern New Mexico. TWC's staff has designed and implemented many programs that work towards that vision and they have also led by example. Legacy Program Coordinator Damien Davies leads community classes for youth including breakdancing, writing workshops and leads a local open-mic poetry slam. Executive Director Sam Castello is a member of the New Mexico Telehealth Alliance Board and performs in local community theatre. Wally Lawder, our Capacity Building Director, is also treasurer of the Silver City Chamber of Commerce.

iii. HISTORY OF SECURING MATCHING RESOURCES

TWC has consistently exceeded its budgeted match resources.

(3) COMMUNITY SUPPORT

i. COLLABORATIONS INCREASING THE QUALITY AND REACH OF THE PROGRAM

As TWC has grown, so have its funding sources. Contributions to the AmeriCorps program have come from the partner organizations for the last two years. Partners have risen to the occasion each year contributed the non-federal cash match. In the second year of funding, we began to increase community

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support and developed better tracking tools for In-Kind support. In 2005, TWC secured the support of a local high-speed internet provider and as a result has been able to bring free broad-band access to two of its sites and lowered or waived service call fees and installation fees. Both local car rental agencies have also been brought on as supporters and each offers AmeriCorps a discount on car and van rentals for travel to Corporation events. In 2005, TWC organized its first fundraiser for our organization. This event brought in over \$2,000 to support AmeriCorps. In 2006, three fundraisers are expected to brought in over \$6,000. In 2008, we raised \$8000. For the 2010 year the goal will increase to \$10,000. Each fundraiser is a different activity and is built around community. For example, the first fundraiser was a silent auction and theatre night in collaboration with the local university theatre department. Every fundraiser is designed to involve community members and provide a service. The current year sawyer crew is also engaged in selling cord wood from its forest thinning project as a lesson in sustainable forestry as well as a fundraiser.

ii. LOCAL FINANCIAL AND IN-KIND CONTRIBUTIONS: Match resources have generally not been an issue for our program. Partner organizations know well in advance what their financial commitment will be and most pay the entire cash match up front. With smaller organizations, payment plans are established with their finance departments to lessen the burden of lump sum payments. Each year we have increased the matching requirement so as to stay ahead of the mandated increased from the Corporation and each year, partner organizations have met the increased match.

iii) WIDE RANGE OF STAKEHOLDERS

We are building the AmeriCorps program on well-developed community partnerships in the four-county area relying on measured growth to expand and strengthen the program. In 2006, the stakeholders represented include: youth, victims of domestic violence, uninsured and underinsured, homeless, senior citizens (seasoned citizens, as one group calls itself), mental health patients, children with developmental disability, and more. The organizations in the AmeriCorps Network represent advocates for these communities. In the first year, very little support came from organizations beyond indirect

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support costs. Partner organizations now recognize the benefit of a network of like-minded members that meets regularly and in 2006 have begun to offer trainings to members. AmeriCorps has served as a catalyst for multiple organizations to come together in a training setting to raise awareness around issue areas and increase capacity to deal with those issues. TWC staff is working to incorporate these trainings into its capacity building network and holding them up as examples to partners on how we all can help each other.

i. AGE OF ORGANIZATION AND RATE OF GROWTH

The Wellness Coalition has been operating programs since 2003 and its AmeriCorps program has seen steady, measured growth since its inception.

ii. POVERTY RATES, RURAL LOCATION, LACK OF RESOURCES

As of May, 2009, the entire four-county area had poverty rates that far exceeded the national averages. Persons in poverty percentages were - Catron County (20.8%), Luna County (32.5%), Hidalgo County (24.0%), Grant County (17.7%), New Mexico (17.9%), US (13.0%).

TWC is also in a rural area of a rural state. There are no local community foundations or offices of charitable giving in our location. Typical funders like the United Way, do not have active giving campaigns in our area, and their offices are far away.

Cost Effectiveness and Budget Adequacy

(1) i. COST PER MSY

TWC's cost per MSY is \$12,542. This is well below the average of \$13,000.

ii. 1. DIVERSE NON-FEDERAL SUPPORT

TWC recognizes that ultimate sustainability comes from a broad base of support from non-federal sources. TWC has a renewable award from the New Mexico Forum for Youth in Community (\$5,000) and in 2006 received a foundation grant from the Daniels Fund (\$40,000) to support the Regional Youth Corps. In 2009, TWC received an award from the Sierra Club Foundation (\$20,000) to support corpsmembers ability to make classroom presentations about their service. In addition, TWC engages in

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active fundraising to support AmeriCorps activity and has raised over \$10,000 a year from the community with its fundraising. TWC's Youth Corps has also identified fee for service partnerships with various city and county organizations and is pursuing relationships in which member activity can offset costs while fulfilling program goals. In 2007, TWC received a Participating Agreement in with the Gila National Forest that allows the National Forest Managers in five Ranger Districts to provide monetary support to the work being performed. ARRA funding in 2009 will provide \$600,000 of trail work via this Participating Agreement.

Partners provide matching funds with combined cash matches totaling \$130,000. TWC sets a fee per MSY and then asks partners to provide that money up front. These payments are made within 30 days of the program start date. In-Kind donations are also provided in the form of training from partners and other TWC programs. The State Commission has made two investments in TWC's program through state legislative appropriations.

2. INCREASED SHARE OF COSTS

TWC's 2004 year grant was a 64% Corporation funded grant. TWC's 2005 and 2006 year grants were 50% Corporation funded grants. TWC's 2007 and 2008 year grants were as a 43% Corporation grant. This year's proposal is at 44% Corporation Funds. TWC is constantly working to create new revenue sources to fund this program.

3. DEEPER IMPACT WITHOUT MORE FEDERAL DOLLARS

TWC has been in a growth pattern for the last five years, so over all federal dollar investment has increased, but so has the impact. This proposal represents a plateau for TWC's AmeriCorps program and we would like the opportunity to deepen the relationships we have with project partners at this level. We are already working with Western New Mexico University to add college level course credit to our programs. We are also developing stronger relationships with foundations to address funding gaps.

4. ADEQUACY TO SUPPORT PROGRAM DESIGN

The proposed budget is designed to support costs where appropriate and to draw upon in-kind and

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matches where necessary and available. TWC has five years of experience with similar budgets and the basic design remains the same. The Corporation request is primarily for member support costs and staffing support for TWC's AmeriCorps only staff. This allows us to dedicate proper time to training and supervision of members from a Corporation perspective. The partners provide physical space, daily supervision, and site specific training. Significant training resources come from other programs.

iii.

1. PROGRAM AGE AND NEW SITES

TWC has been operating an AmeriCorps program since 2005. Our first program year had 9 part time members placed at 9 sites and only incorporated the Wellness Cadre. Each program year we have either brought on new sites or added members to existing sites. Three years ago, TWC added the Conservation Cadre to our service mix.

2. POVERTY RATES, RESOURCE GAPS, RURAL LOCATION

TWC's service area meets the definition of a distressed community:

County/Persons in poverty/Unemployment

Catron County/20.8%/9.4%

Luna County*/32.5%*/13.3%*

Hidalgo County/24.0%/7.9%

Grant County*/17.7%/12%

New Mexico/17.9%/7.9%

United States/13.0%/10%

Source: US Census 07-08 est.; US BLS Oct 09

Luna County has the highest percentage of people living in poverty in New Mexico. Luna County and Grant County are ranked #2 and #3 in unemployment. Only Mora County has a higher unemployment rate (13.4%).

As stated before, New Mexico ranks #50 in the US for Asset Poverty. Asset Poverty is the ability to

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subsist at the poverty line for 12 weeks.

Beale Codes: This is a list of the four counties in New Mexico being served and their Beale codes as determined by USDA website -

<http://www.ers.usda.gov/Data/RuralUrbanContinuumCodes/2003/LookUpRUCC.asp?C=R&ST=NM>

Catron -- Beale Code 9, Grant -- Beale Code 7, Hidalgo -- Beale Code 7, Luna -- Beale Code 6

3. ECONOMIC DISTRESS

As outlined above, our area meets the definition of being in economic distress.

4. HIGHER COSTS DUE TO POPULATION SERVED

It is expensive to run AmeriCorps programs in rural areas. We do not have the same resources to draw upon as organizations in urban environment. In our case, TWC is essentially the sole provider of services for youth outside of schools and public institutions. Therefore, we must almost always provide all the resources our program needs from within.

Evaluation Summary or Plan

N/A

Amendment Justification

N/A

Clarification Summary

YEAR TWO CLARIFICATIONS-----

Budget Clarification Items:

Please make the following changes directly in the application budget in eGrants:

Section I-C: Please itemize estimated expenses for Travel to CNCS-sponsored Meetings to include air, hotel, meals, incidentals, and number of attendees. There is no longer a required flat rate listed in the application instructions.

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DONE (in the budget form)

2 ppl - \$600 airfare ea. \$42/day meals @ 4 days \$150/night hotel 4 nights \$400/registration \$150 local mileage to airport in El Paso (300 miles) \$46 short term parking \$50/person incidentals
 $(\$600 \times 2) + (42 \times 4 \times 2) + (\$150 \times 4 \times 2) + (\$400 \times 2) + (150) + \$46 + (\$50 \times 2)$

Section I-D: Please provide a calculation for the portion of the vehicle expense allocated to the AmeriCorps grant.

Calculation is based on 25% of the Market Value for the two (15) passenger vans and trailers that we possess in our fleet. Purchase cost new is around \$32,000 per vehicle and \$4,000 per trailer. These are capital expenses not covered by CNCS, but which support AmeriCorps Conservation Crews, Youth Volunteer Corps Members and other AmeriCorps activity.

Section I-F: In the Clarification Summary field, please further explain the Youth Development Contract and how it directly impacts members. Please explain why this cost is listed under Contractual and Consultant Services.

The Youth Development Contract is awarded to TWC for building the capacity of local youth development initiatives. This includes the development of partner networks such as TWC's Intermediary Program, training for members in the form of Financial Literacy Train the Trainers program, and some support for supplies and costs associated with member support.

The cost is listed under Contracts because it is a contract we receive that supports AmeriCorps but that is not paid from CNCS funds. We can move it to another category such as "Other" if that is more appropriate, or itemize expenses and place them in those line items. The difficulty with itemizing the expenses is that this contract is renewed each year and some amounts may change slightly. We felt it was

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simple enough to just list the \$5,000 award under "contracts", but are happy to break out the anticipated costs and list them under the individual match line items.

Section I-F: Please explain the cost allocation process for the A-133 Audit. If the program is required to obtain an A-133 Audit, please clarify how this expense is allocated across applicable federal grants.

DONE (in the budget form)

Audit is required for organizations expending more than \$500,000 in federal funds in a fiscal year. TWC will allocate expenses across all federal programs so each program pays an appropriate share.

AmeriCorps share = approx 75%

Section I-G: Please explain the costs associated with staff and member trainings as \$450 per day for 10 days. What does this expense consist of? Please itemize in the budget, if appropriate.

Training Days are primarily for 10 of our Member Meetings. At each monthly Member Meeting we have a 1/2 training session dedicated to member skills development. These trainings are covered mostly by outside funding via our Non-Profit Resource Center (another program of The Wellness Coalition), but we must match two of the ten training days. These are professional trainers with years of experience in the field. The Daily Rate is typically discounted from their normal fee and is inclusive of Gross Receipts tax, preparation, travel and any other associated costs.

Section I-H: Please provide a more detailed calculation for Evaluation expenses at \$500 per day totaling \$2,000. Please also provide a brief description of evaluation activities covered in this line item.

In 2011 we will be working with The Corps Network to participate in their Excellence in Corps

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Operations (ECO) review. From The Corps Network Site:

"ECO is a self-assessment and peer review process which recognizes Corps making a commitment to high-quality standards and continuous improvement. The 6 ECO standards include Purpose and Activities, Organization and Management, Program Design, Corpsmember Development, Work Experience & Service Projects and Evidence of Success. Its purpose is to promote and recognize excellence in the Corps movement and provide evidence of a Corps' continued self and outside evaluation.

Corps use the process as a tool to identify strengths and challenges and bolster program quality. ECO status is awarded to Corps who complete the ECO process and submit Annual Report Forms for a period of five years. Corps can renew their ECO status by completing the ECO Renewal process."

Costs covers the travel and staff time by The Corps Member staff to engage in a 2 and 1/2 day site visit, plus guiding TWC through a self-review during the two mnths prior. Here is a sample ECO Site Visit

Agenda:

Sample ECO Site Visit Agenda

Monday, August 3, 2009

9:00 a.m. Pick up site visitors from hotel

9:30 p.m. Breakfast and discussion with key staff: Overview of ECO Standards Self‐assessment

1:00 p.m. Lunch with Board Members and key staff at the Corps

2:00 p.m. Break

2:15 p.m. Staff Interview: Team Supervisor

2:45 p.m. Staff Interview: Internship Coordinator

3:30 p.m. Staff Interview: Recruiter

4:00 p.m. Staff Interview: Fiscal Officer

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4:30 p.m. Review ECO Standards Self‐assessment documents

5:30 p.m. Drive site visitors to hotel

7:00 p.m. Pick up site visitors at hotel to go out to dinner with key staff

Tuesday, August 4, 2009

8:00 a.m. Pick up site visitors from hotel

8:15 a.m. Arrive at the Corps to see PT, the start of the day at the Corps

8:45 a.m. Leave for Corps project site visit

9:00 a.m. Arrive at Corps project site

9:10 a.m. Discuss Corps project with Corpsmembers, crew leaders, and project sponsors

9:45 a.m. Leave Corps project site

10:15 Arrive back at offices, continue to review ECO Standards and self‐assessment documents

11:30 a.m. Interview Corpsmembers and Leaders

12:00 p.m. Go to lunch with community partner panel

1:30 p.m. Arrive back to Corps to continue meetings with key staff

3:45 p.m. Break

4:00 p.m. Visit Corps classroom, discuss education at Corps with teachers and Corpsmembers

5:00 p.m. Drive site visitors back to hotel

7:00 p.m. Site Visitors group dinner to discuss recommendations, suggestions and effective practices and formulate report on their own

Wednesday, August 5, 2009

8:00 a.m. Pick up site visitors from hotel

8:15 a.m. Scheduled time for follow‐up interviews with staff, further review of ECO Self‐assessment, visitors provide limited technical assistance, and/or question and answer session on ECO Self‐assessment

9:30 a.m. Final exit interview with key staff and overview of recommendations, suggestions,

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and effective practices

11:30 a.m. Drive site visitors to airport

This is an approved best practice for evaluation by CNCS for Programs receiving under \$500,000 in Corporation funding. The billing for the service is not based on a daily rate, but the budget calculation requires that we "back into" a daily rate. We are budgeting \$2000 as a total cost for the service based on correspondence with The Corps Network. If you count on a minimum of three Corps Network Staff for a minimum of 3 days, that is 9 staff days for \$2000 for a daily staff/day rate of \$222.23. There is also prep work and follow-up unaccounted for in this figure so it is really difficult to budget this service as a Daily Rate the way the budget form requests.

Programmatic Clarification Items:

Please make the following changes in the eGrants narrative field labeled "Clarification Summary."

Criminal history checks must be conducted on all members, employees or other individuals who receive a salary, education award, living allowance, stipend or similar payment from the grant, regardless of whether these costs are coming from federal or non-federal share. Criminal history background checks include a search of statewide criminal history repositories and the National Sex Offender Public Website for all members and employees as described above. An FBI check is also required for members, employees or other individuals with recurring access to vulnerable populations. A detailed description of the requirements can be found at: <http://www.nationalservicerresources.org/criminal-history>.

Please verify that criminal history checks will be conducted on all members, employees and other individuals as described above. You may revise the budget to include these costs, if necessary but may

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not exceed the level of funding for which you are under consideration.

Please verify that the criminal history checks conducted for members and staff will include an FBI fingerprint check in addition to the state registry check and the NSOPR for anyone with recurring access to vulnerable populations.

WE WILL COMPLY WITH THE ABOVE REQUIREMENTS REGARDING CRIMINAL HISTORY BACKGROUND CHECKS. We have been preparing this year for the updates in compliance needs and are ready to move forward.

Performance Measure Clarification Items:

Clarification items for national performance measures reflect our assessment of the following criteria:

measures align with the need, activities and outcomes described in the narrative outputs and outcomes are correctly aligned as directed in the NOFO background document measures utilize rigorous methodologies to demonstrate significant impacts

Please make the following changes in the Performance Measures screens in eGrants:

The applicant states it has opted into an Opportunity national performance measure but created its own performance measure. The measure entitled "Financial Literacy Training" appears to be similar to O1 and O9. Please clarify whether the program is going to opted-in to the Opportunity focus area for the National Performance Measure Pilot. If the program intended to opted-in to O1 and O9, please select the appropriate performance measures. If the program has not opted-in to the Pilot, please revise the

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existing performance measure so that the proposed intervention, outputs and outcomes are appropriately aligned.

DONE. Deleted the previous measures and re-entered them into the National Performance Measures.

Continuation Changes

No Changes

Enrollment:

We enrolled 100% of slots received during our last full year of program operation.

Retention:

We retained 96% of our members during our last full year of program operation. Some members left the program due to economic hardship and some members exhibited extremely poor job performance and did not respond to repeated attempts to engage in an improvement plan.

Improvement plan:

We are working with our Community Partner Host sites to temper expectations and modify position descriptions to fit more closely with the pool of applicants we expect this year. Improved communications with host sites helps us intervene earlier in the process and help them craft a supervision plan that increases support to the members or work directly with the member to identify needed areas of support.

Performance Measures

SAA Characteristics

- AmeriCorps Member Population - None
 Geographic Focus - Urban
 Geographic Focus - Rural
 Encore Program

Priority Areas

- | | |
|--|---|
| <input type="checkbox"/> Education | <input type="checkbox"/> Healthy Futures |
| <i>Selected for National Measure</i> <input type="checkbox"/> | <i>Selected for National Measure</i> <input type="checkbox"/> |
| <input type="checkbox"/> Environmental Stewardship | <input type="checkbox"/> Veterans and Military Families |
| <i>Selected for National Measure</i> <input type="checkbox"/> | <i>Selected for National Measure</i> <input type="checkbox"/> |
| <input checked="" type="checkbox"/> Economic Opportunity | <input type="checkbox"/> Other |
| <i>Selected for National Measure</i> <input checked="" type="checkbox"/> | <i>Selected for National Measure</i> <input type="checkbox"/> |

Grand Total of all MSYs entered for all Priority Areas 24.12

Service Categories

Job Development/Placement

National Performance Measures

Priority Area: Economic Opportunity

Strategy to Achieve Results

Briefly describe how you will achieve this result (Max 4,000 chars.)

Under the direction of Program Staff, and Site Supervisors, each member will receive on the job training and skills readiness as well as a series of in-service day workshops around critical job skills topics. The combination of on the job and in-service training will build the job readiness level of coprsmembers so that they are better equipped to find jobs, be hired and retain employment post-service. On the job training varies from site to site, with some host sites providing medical services training such as patient intake and health screening while other sites will focus on early childhood classroom skills or domestic violence prevention. Conservation Corps members will be involved in technical training around forest restoration, trail building and potentially forest thinning techniques. The monthly and periodic trainings will be centered on workforce development topics such as Information Technology Skills, Community Engagement Strategies, Financial Planning and other topics important for young workers.

Result: Output

Result.

Ten AmeriCorps Members will undergoe a train the trainers program so that they can deliver Financial Literacy Training at their sites with corpsmembers. Through a partnership with Chino Federal Credit Union, TWC staff and AmeriCorps Members will deliver Financial Literacy Trainings.

Indicator: O1: Individuals receiving financial literacy services.

Target : Ten Members will train as Financial Literacy Trainers.

Target Value: 10

Instruments: Certification via Train the Trainers program, Training logs

PM Statement: Ten AmeriCorps Members will undergoe a train the trainers program so that they can deliver Financial Literacy Training at their sites with corpsmembers. Through a partnership with Chino Federal Credit Union, TWC staff and AmeriCorps Members will deliver Financial Literacy Trainings.

Result: Intermediate Outcome

Result.

80% of our members who successfully complete their term of service will be employed within one year after fininshing AmeriCorps.

Indicator: O15: Members that secure employment.

Target : 80% of participants who successfully complete their term of service will be employed within one year after fininshing AmeriCorps.

Target Value: 70

Instruments: post service questionnaire, phone interviews

PM Statement: 80% of our members who successfully complete their term of service will be employed within one year after fininshing AmeriCorps.

National Performance Measures

Result: Output

Result.

88 Members will be enrolled and receive job skills training.

Indicator: O2: Individuals receiving job training services.

Target : Number of members to enroll.

Target Value: 88

Instruments: Member Enrollment contracts. Member Attendance Tracker.

PM Statement: 88 Corpsmembers will be enrolled in the program.

Result: Intermediate Outcome

Result.

At least 120 people, including corpsmembers and community members will receive Financial Literacy Training.

Indicator: O9: Individuals with improved financial knowledge.

Target : At least 120 people, including corpsmembers and community members will receive Financial Literacy Training.

Target Value: 120

Instruments: Training Logs, Sign In Sheets

PM Statement: At least 120 people, including corpsmembers and community members will receive Financial Literacy Training.

Required Documents

Document Name

Status

Evaluation

Already on File at CNCS

Labor Union Concurrence

Already on File at CNCS