

Narratives

Executive Summary

The Wyoming Coalition Against Domestic Violence & Sexual Assault is pleased to submit this multi-site proposal. The Coalition provides representation and advocacy for domestic and sexual violence advocacy programs in Wyoming; each program may apply to host the Wyoming Advocate Corps member advocates. Members will provide victims crisis advocacy and information on resources, safety options, and financial literacy. Members will also leverage community volunteers at each site.

Rationale and Approach

PROGRAM DESIGN

A. PROBLEM

Through a collective voice, the Wyoming Coalition Against Domestic Violence and Sexual Assault (WCADVSA) is committed to provide leadership, education and systems advocacy to advance social change and end violence. The WCADVSA's Wyoming Advocate Corps (WyAC) supports this mission by expanding Wyoming's local capacity to serve victims of domestic violence and sexual assault (DVSA) statewide.

People of all racial, cultural and economic backgrounds are affected by interpersonal battering, non-stranger and stranger rape, and other forms sexual assault, directly and indirectly. The National Coalition Against Domestic Violence reports that one in every four women will experience domestic violence in their lifetimes. The National Violence Against Women Prevention Research Center estimates that one of five adult women in Wyoming has been raped at sometime in her life and that 75% of rapes are never reported to the police.

According to the 2009 Wyoming Women's Issues Survey, conducted by the University of Wyoming, domestic violence was named by women as one of the top three problems facing women, with almost a quarter of the women surveyed reporting they had been a victim in their lifetime. Women responding to the survey also rated sexual assault within the top 12 problems they face.

Narratives

Statistics provided by the Wyoming Attorney General's Division of Victim Services (DVS) supports the aforementioned data and the need for the WyAC Project in Wyoming. In 2009, the DVS reported 5,260 incidents of domestic violence and that 594 women and 349 children required safe shelter. The State of Wyoming Department of Criminal Investigation reported 169 forcible rapes in 2009.

According to the 2009 National Network to End Domestic Violence One Day Census, 238 victims were served by Wyoming's DVSA programs in just one day; 89 of these victims received safe shelter and 149 women, men and children received advocacy services.

Providing services requires advocates to be incredibly resourceful because of the extreme rural nature of our state. Wyoming is a federally designated state where 493,782 people inhabit 97,818 square miles; it is the ninth largest in size and the state with the lowest population. The population density of the entire state is considerably less than the statutory rural definition of 52 persons per square mile and all 23 counties in the state have less than 150,000 people. Vast distances between communities, rugged terrain, and unforgiving climate in Wyoming create harsh isolation issues for many people who experience DVSA. Road closures during long winters often limit access to services and many women have no way to travel even if the roads are open. According to Stan Orchowsky, "a key defining characteristic of rural life is physical isolation." (Orchowsky; 1998).

In addition to the extreme rural nature of Wyoming, reaching culturally specific communities is complex because of our lack of diversity; 92% of the population is Caucasian with Native American, Hispanic, African-American and Asian populations comprising the remainder. The WyAC project in coordination with member programs will work to reach a diverse group of survivors and their families.

While DVSA crosses all economic boundaries, women of lower economic status are overwhelmingly victims of DVSA resulting in women and their dependent children often being economically compelled back into relationships with batterers. Women and children suffer substantial economic loss upon

Narratives

separation and divorce in this country.

Now more than ever survivors of DVSA need access to economic empowerment opportunities and financial literacy information. Wyoming has the largest wage gap in the nation from what women earn compared to men and this trend continues to decline. According to the Wyoming's Council for Women's Issues, in 2009 women earned only 63 cents per every dollar a man earned. More work needs to be done in Wyoming to empower women financially, especially survivors of DVSA who often experience even greater economic hardships than other women.

While the needs of survivors of DVSA in Wyoming are great, the WCADVSA, our partnering DVSA programs, their board of directors, survivors and AmeriCorps members are incredibly motivated to serve as change agents in communities all across Wyoming through our WyAC program.

B. SOLUTION: AMERICORPS MEMBER ROLES AND RESPONSIBILITIES

The anti-violence movement has been one of the most powerful social change efforts in United States history. This grass roots movement grew out of the civil rights and anti-war movements of the 1960s and gained considerable momentum in the 1970s and 1980s. In the midst of the major historical events of the latter half of the 20th century, the country was all but unaware of the miraculous social change that took place because of people helping people one person at a time. That force was initiated and fueled by volunteers who gave their time and resources whole-heartedly to help women and children escape the fear and violence they were experiencing in the place that should be the safest-- their own home. The beginnings were rooted in women sitting around having coffee, sharing personal stories and taking the initiative to organize crisis lines and shelters throughout the nation to respond to others experiencing the same thing. These initial volunteers did not expect to be paid or recognized and from the time Wyoming programs became operative in the 1980s, they have used volunteers to provide victim services. AmeriCorps members are ideally suited to continue in the tradition of those

Narratives

volunteers through addressing the individual needs of victims and increasing the capacity of local efforts by recruiting and supporting this generation of community volunteers to help survivors. Fifteen full-time members are requested to serve as crisis advocates, financial educators, and volunteer recruiters for each of the 3 years of this project proposal. These well trained member advocates will comprise WyAC and will be placed at 10 to 15 local programs throughout Wyoming. As advocates, members will address the safety and other immediate needs of victims and they will promote understanding of these critical issues and the services. As financial literacy educators members will work to strengthen victims' financial capabilities to better assist them to move from short-term safety to long-term security and to an economically sustainable independent life. As volunteer recruiters and trainers they will build the capacity of local DVSA programs to respond effectively to the overwhelming unmet need in their communities.

The program design will build upon the successful WyAC Project implemented over the past six years. WCADVSA will administer the WyAC Project in partnership with local DVSA programs. WyAC will address administrative issues and provide overall programmatic supervision, including site support. Sites will be responsible for recruitment, placement, and day to day mentoring of locally recruited members at their sites. They will be the primary contact for members and provide daily mentoring, training, and supervision.

Members serving at DVSA sites will strengthen communities by helping victims of domestic violence, sexual assault and child abuse change their situations and transition from the debilitating effects of victimization to empowerment, safety, and self-sufficiency. Members will provide advocacy services from site offices, safe houses, and through 24 hour crisis lines. All activities will be done under the mentoring and supervision of local site supervisors.

The primary activity of members will be to respond to victims who call crisis lines or who come to the site offices or other pre-arranged locations such as hospitals for assistance. Members also will provide

Narratives

follow up services after the initial crisis. Services provided may include information and referrals, providing safety options and planning, training in financial literacy, assistance with filing protection orders, locating safe shelter, court assistance, and securing critical resources. Members will also work with children to address the effects of violence and provide them safe mentors through programs such as Foster Grandparents and Big Brothers Big Sisters. Members while working with victims will always have access to trained program staff who may take over, if the victims' needs are beyond the members' expertise.

Members will assist with the recruitment and management of community volunteers. These volunteers will perform many functions for programs based on program need and volunteers' interests and training. Members will recruit volunteers for specific functions, and train, schedule, and support them in the performance of their activities.

Members will assist program staff in strengthening community partnerships. Members under the direction and support of their supervisors will work with other agencies and groups to increase victims' access to services and promote their safety. Member activities could be to give presentations about program services at other agency staff meetings or plan with them events that promote safety.

Members will help plan or build upon program and community activities and awareness campaigns to promote services. Members also will distribute brochures, host tabling events, and speak to local groups about services.

Members in conjunction with their supervisors and the WyAC Manager will implement a community service project. In the past these projects have had tremendous impact. One member developed a bullying video that was used by school principals for all-school assemblies. Another organized a pet parade to bring awareness to the sad reality that pets also are often treated cruelly by violent perpetrators.

Some members may have the opportunity to co-facilitate peer educational groups or give services and

Narratives

issues presentations in schools. Members' readiness for these activities will be determined by their site supervisors.

Members will also participate in national service days and civic activities that will promote life-long civic engagement.

C. AMERICORPS MEMBER SELECTION, TRAINING, AND SUPERVISION

SELECTION

The recruitment process will utilize national and local outreach strategies to recruit members, including posting of the WyAC Project on e-grants. Most strategies will focus on the recruitment of local people. Because it is so important that the member be a 'good fit' with the local site, site supervisors will assume primary responsibility for recruitment. The WyAC Manager will provide sites with information containing national service and WyAC Project information; member and service requirements; interviewing information; sample advertising and information about program and member start up. Sites will be responsible for local advertising, screening of applicants, and preliminary selection of members. Site supervisors will work closely with the WyAC Manager to ensure the best possible placements.

Program volunteers and past service receivers, especially those who have successfully transitioned from their victimization will be the number one focus for recruitment. These groups are from diverse backgrounds, ethnicities, life styles and socio-economic backgrounds. Special strategies to recruit baby boomers and people with disabilities will be employed in order to benefit from their talents, skills, and experiences. Senior centers, faith groups and other groups which attract 'baby boomers' will be targeted for recruitment. Over one-third of the WyAC members placed during the 2010 grant year were baby-boomers.

Past experience has shown that no one can recruit new AmeriCorps members like current or past

Narratives

members. Current members and the WyAC Manager will provide awareness of opportunities at job fairs, tabling events, through media sources, postings in newspaper ads and employment centers, internet list serves, community colleges, etc.

Applicants will be assessed for attitudes, skills, and abilities needed to successfully advocate for victims. Some of those include an interest in working with people of diverse attitudes and backgrounds; the ability to work as part of a team; and well developed problem solving, decision making, assertiveness, communication, and conflict resolution skills.

TRAINING

The WyAC Project is committed to comprehensive member training, mentoring, and development throughout their service. The following trainings will be required of all members.

During the first week of the members' service year, site supervisors will provide member orientation to the communities they are serving, their sites, and services offered. Members will complete trainings required by the sites, such as training on site policies and procedures, job shadowing, and skill-building trainings. Before members work with victims, they will complete the state required 40-hour advocate training which focuses on the following topics: domestic violence, sexual assault, child abuse, and stalking issues and response; advocate care and boundaries; local services and community resources; legal options; safety planning; financial literacy; and working with diverse and vulnerable people.

During their first month, members will receive an orientation by the WyAC Manager at their sites.

This training will provide an overview of national service, the WyAC Project, member requirements and a review of the member contract, AmeriCorps policies, the Segal Education Award, allowable and prohibited activities, advocate safety, reporting requirements and forms. Each member and site supervisor will receive a comprehensive member or site manual on CD.

Members will participate in one meeting in the spring in conjunction with the Sexual Assault Summit.

Topics will include participation in the American democracy, civic responsibility, conflict resolution,

Narratives

ethical communications, preparing for life after AmeriCorps and, a life time of service. These topics will be further discussed through periodic webinars.

Other trainings members are required to complete include one ServeWyoming sponsored training, CPR and First Aid; and mandatory site trainings. Members also will participate in issue webinars and audio conference trainings, such as financial literacy from respected national trainers.

One of the foremost strengths of the WyAC Project has been that members have on-going opportunity to learn and have their skills reinforced. Members will be mentored by experienced advocates at their sites and their skills will be assessed and strengthened before they work alone with victims. After members talk with victims, they will have opportunity to evaluate their intervention with more experienced advocates. In addition members will have opportunities for on-going dialogue with their supervisor and WyAC Manager.

SUPERVISION

Site supervisor selection, training and support are the most critical aspects of the WyAC Project design. Comprehensive work in this area has contributed in the WyAC Project success. Site supervisors will not be funded through this grant, but are established staff members of local sites. They will have the key role of member supervision. Supervisors will be selected by site executive directors together with the WyAC Manager. They will be highly trained professionals, effective advocates, and have experience in supervision and volunteer management whenever possible.

Site supervisors and other local staff will receive training conducted by the WyAC Manager prior to the beginning of the service year through webinars; topics covered will be national service, the WyAC Project and supervision of members. Site supervisors also will attend trainings provided for members. During the service year, supervisors will have on-going access to the WyAC Manager for questions, trouble-shooting, and discussion of issues and problems that arise. About six months into the year the WyAC Manager will complete site visits to provide on-going support, training and monitoring.

Narratives

Site directors and supervisors will be responsible to see that AmeriCorps regulations are enforced and WyAC Project requirements, including member service requirements are completed . Other examples of site supervisors' responsibilities will be as follows:

-Monitor members' case loads and other activities in order to reduce burn out. Because of the nature of advocacy work, site supervisors are trained to recognize and respond to burnout issues.

-Monitor members' attitudes and performance. If there are problems, supervisors will work with the WyAC Manager to address issues early on.

-Monitor hours completed by members, how those hours are served and documented, and the rate at which members complete service hours to ensure that they will be able to complete the full-time requirement.

-Enforce policies, such as those prohibiting members from supervising other members, those prohibiting members from displacing employees, and those prohibiting members from participating in activities not allowed with federal funds.

-Ensure a drug-free workplace and provide treatment options, if needed by members and enforce non-discrimination, non harassment, and accommodations policies.

-Ensure financial accountability and match source requirements.

D. OUTCOME: PERFORMANCE MEASURES

Members will work with adult and child victims; services will be provided based on victims' needs. The long term change expected is service participants affected by these crimes will begin to integrate the effects of the violence in their lives in healthy ways.

Applicant determined performance measures (PMs) will be implemented as the priority service activity. The output will be the number of unduplicated victims provided services. The first intermediate outcome will be service participants will increase their knowledge of available

Narratives

community resources and individuals will access at least one resource. The second will be service participants will increase their knowledge of ways to plan for their safety and will implement at least one safety option. Also the WyAC Project will opt into the National PM Financial Literacy Services through the Serve America Act Focus Area, Opportunity. The outcome will be service participants will increase their financial knowledge. Lack of financial resources and knowledge has been identified as one of the primary road blocks preventing victims from making critical changes in their lives.

A survey administered after two meetings with a member will be used to gather service participant responses about increased knowledge of resources, resources they accessed, increased knowledge about ways to increase safety, and safety options implemented. Also a pre and post-test will be administered to service participants receiving financial education to determine if their financial knowledge has improved after presented with the Allstate financial literacy curriculum developed for domestic violence victims. Members will provide the direct support that makes these programs possible. Also, they may co-facilitate the financial literacy groups or provide this service to victims one-on-one.

The end outcome for the WyAC Project will be service participants affected by domestic violence, sexual assault, and stalking will make decisions with new information about resources, safety options and planning, and financial literacy and feel they have more control over their lives. Because of the crisis nature of this project and the inability of members/volunteers to have long term contact with service participants this end outcome will not be tracked or reported.

WyAC has a six year relationship with Project STAR. Project STAR also was consulted in the development of this proposal. Victim Advocacy PMs were changed in this recompetiting proposal from previous years in order to more accurately track unduplicated numbers of victims and to measure the impact of other crucial services named above. The consensus of collaborators of this proposal was that revising the PMs from previous years will give more accurate and complete information about

Narratives

the impact of services. WyAC will continue to draw on the expertise of STAR and other collaborators to refine PMs and develop an overall program evaluation plan.

The input of DVSA staff was critical in the development of PM target numbers, which were projected based on victims served in the past and identified service needs in site communities. Plans for improvement will focus on feedback provided from members, site supervisors, other staff, volunteers and victims. The WyAC Manager will provide opportunities at member meetings, conference calls and site visits to identify strengths and weaknesses, resolve problems and to gather feedback. As information is collected and analyzed, improvements to WyAC Project services will be made. The WyAC Manager will continue to work with evaluation experts to analyze data gathered by members, discuss how best to apply the information, and explore options to modify PMs, if needed. Information gained will be used to develop the external evaluation plan that will be implemented over the next three years.

E. VOLUNTEER GENERATION

The WyAC Project has had notable success increasing the capacity of site programs to provide services and reach new victims through recruitment, training and management of community volunteers. As measured by past PM data, the impact by community volunteers has increased dramatically over the six year course of this project.

Members will continue to work to increase the volunteer base in order to build the capacity of sites to address victimization issues in their communities. Community volunteers mentored by members will provide crisis intervention services and assist with many other program capacity building activities.

Examples of those activities include talking with callers on the crisis line; giving victims safety information and information about resources; supporting rape victims through the exam and biological kit at the hospital; meeting with families at police stations, taking them to Safe Houses, and

Narratives

helping them get settled in the middle of the night. Other services performed by volunteers include translating and interpreting for immigrants in shelter, providing transportation, moving furniture and helping to set up households for victims who relocate. Members also assist the volunteer program through creating volunteer job descriptions and data bases. Members assist with coordinating speakers for volunteer trainings, scheduling volunteers for crisis lines and other activities, providing volunteers support after crisis calls, and assist with volunteer recognition activities.

The WyAC Project has provided sites with a sound foundation for their volunteer corps over the last six years. The anti-violence movement was founded on volunteers who whole-heartedly committed themselves to help victims. While there are limited resources that provide for paid staff at programs today, there remain many basic needs of victims in which programs are dependent upon community volunteers to fulfill. WyAC members have served as a catalyst for local programs to more effectively organize and take full advantage of community volunteers. Members are ideally suited to continue in the tradition of volunteer leadership through increasing the capacity of local efforts by recruiting and supporting this generation of volunteers to help victims.

F. PARTNERSHIPS AND COLLABORATION

Local DVSA programs in Wyoming are the primary partners of the WyAC Project. Members serving at local programs and working closely with other community partners have had a dramatic impact on increasing the number of victims served, the scope of services provided, and underserved victim groups targeted. Samples of comments about the WyAC Project from local program directors were as follows:

- "The AmeriCorps program is an absolute godsend to the SAFE Project....allowing SAFE to do much more than we could without AmeriCorps."

- "Without AmeriCorps volunteers we would still meet the needs of our service users and accomplish our goals, but with the help of these members, our center has been able to provide better outreach,

Narratives

take on special projects, and expand our ability to become informed through technology."

"When I see my member in action in Crook County, it's has shown a powerful demonstration of how volunteerism is changing Crook County's landscape for the better."

The WCADVSA involved the boards, staff and volunteers of local sites, survivors, and current and former members in the development of this proposal. One of the most significant contributions these stakeholders made was the documentation provided through the 'great' stories submitted monthly by members. This collection of profound testimonials provided opportunities to modify and improve efforts from previous AmeriCorps grants.

Site directors and supervisors participated in WyAC Project planning meetings and telephone calls.

Local programs come together at membership meetings three times a year and are given opportunity to hear about the successes and challenges of the WyAC Project, to give input into the project, and to plan for the future.

Organizations in communities that interface with victims are also potential partners or collaborators with WyAC. Members have worked to build these important relationships in order to improve and increase services, reduce re-victimization by the legal and human services systems in communities, and increase the overall awareness of services, issues, and resources.

Most victims reach out for help first from those they trust and already have a relationship with, such as people in their local churches or other organizations. Faith and community based organizations for the most part have minimum understanding of the complex needs of victims and the critical safety measures that need to be implemented as they respond. Members under the guidance of their supervisors have collaborated with many of these groups. They have worked with senior centers' meals on wheels programs to get information to shut-ins and the elderly and minority organizations to increase awareness of services available to immigrants and limited English proficient victims.

Members have coordinated with faith and community based organizations to refurbish safe houses,

Narratives

offices and victims' homes.

Re-victimization commonly occurs in small town legal, human services, and other community systems that have not critically looked at their policies and procedures around response to victims or their harmful attitudes and thinking. Through building on local partnerships, members have impacted both of these issues.

Members have coordinated efforts with school systems to organize anti-violence awareness efforts. By merging the resources school systems have available with the expertise of DVSA programs, members have prepared educators and children to recognize and name abuse, know how to most safely respond during violent situations, and have learned strategies to reshape social norms around the acceptance of violence. During the last AmeriCorps year, a school superintendent requested the member present at all-school assemblies a powerful anti-bullying video she developed through her AmeriCorps service. Many of the community partners in this community have asked, "How can we get AmeriCorps members?"

G. SUSTAINABILITY

The WCADVSA is committed to sustain the WyAC Project. The WCADVSA Board of Directors has developed a strategic plan which includes a section on sustainability. The board is now at a place to meaningfully address long-term fundraising efforts to include endowments, planned giving and large gift programs. Funding from these sources would be committed to support continuation efforts of this project.

One achievement toward WyAC sustainability has been in securing match resources. During the last three grant cycles WCADVSA and local programs have on average exceeded the match requirement by nineteen percent. The WCADVSA has been responsible for the match in Budget Section I, Program Operating Cost and the local host sites have been responsible for the match in Section II, Member Support Costs. This approach has shared the fiscal obligations of this program among many

Narratives

organizations and made the AmeriCorps program a reality for local programs. This also lends to furthering the sustainability of the WyAC Project far beyond the WCADVSA and into the local communities where the heart of the AmeriCorps program thrives.

In addition to the WCADVSA's work to sustain the WyAC Project and to diversify its funding base, the local DVSA sites and their members have done considerable work in their communities to develop collaborations and partnerships with other agencies and groups that interface with victims. These groups have been integral to increasing the sustainability of WyAC services. A number of members have worked with financial experts to offer financial training to victims. Also several members have worked with teachers, counselors, and administrators to provide violence prevention information to students in schools. The loss of the WyAC Project would negatively impact the outreach to victims by scores of organizations and groups throughout the state.

Community volunteer recruitment and development by members has had the most profound impact on the sustainability of WyAC Project services. DVSA programs have long understood the impact of these volunteers; volunteers increase the capacity of programs in every aspect of program work, but building and sustaining a strong volunteer program takes time and resources. Most of Wyoming's isolated DVSA programs are understaffed and the demands of on-going victim services take priority. Members help to build in long-term sustainability of WyAC services through volunteer development. WCADVSA understands the great responsibility it has as the grantee in providing this opportunity to local sub-grantees. It is important to acknowledge, if the WCADVSA grant were not renewed, it would have a devastating impact on local DVSA programs. To that extent, the WCADVSA, in addition to resources from AmeriCorps, allocates other resources to volunteer recruitment and retention, the development of direct services, and the support of collaborations and partnerships to promote similar goals to those of AmeriCorps. The AmeriCorps program has helped us further institutionalize the importance of community service. This is now considered a basic component of programs.

Narratives

Many of the past WyAC Project members have been hired as full time staff at the program they served following their term of service. One former member is currently serving as the executive director of her site program; her service experience is in large part to be credited for this achievement. These members will continue to promote the importance of a "lifetime of service" and they will also provide leadership and mentor other AmeriCorps members in the community through their connection with the growing Wyoming AmeriCorps Alumni Association.

H. MULTI-STATE APPLICANTS ONLY

N/A

I. MULTI-SITE PROGRAMS ONLY

The WCADVSA has administered a multi-site program with 15 members for six years and is proposing 15 full-time members to be placed at 10 to 15 sites with this application. The WyAC Manager will administer the WyAC Project in partnership with the local sites. The 24 local programs are private non-profit 501 C 3 organizations administered by a Board of Directors, Executive Director, staff and volunteers. Each program will be eligible to apply for a member and site selection for member placement will be through a competitive process. The policy for prioritizing member placements in DVSA sites will be as follows: (1) first priority is given to members returning for a second year after completion of a successful year; (2) second priority is given to sites who have members exiting and want to continue the work; (3) finally programs who have not had members in the past year are eligible to apply. No program will be guaranteed more than one member, unless they have returning members.

Fourteen programs that have placed members during the past three year grant period and include the local DVSA programs in the following counties: Laramie, Albany, Converse, Platte, Carbon, Natrona, Sweetwater, Uinta, Sublette, Teton, Park, Campbell, Sheridan, and Crook. Some local programs have placed more than one member during a service year and a few programs have placed members in

Narratives

more than one community.

The WyAC Manager will work individually with programs that want to host members to determine their fiscal and programmatic capacity, past performance, and readiness to host members. The site selection criteria will confirm that the AmeriCorps activities are aligned with the PMs. In addition sites that propose an innovative and sustainable service experience will be provided greater consideration particularly in the mineral impacted communities. To be eligible for a member, sites must demonstrate they provide quality services to victims, serve as a role model and leader for the member, and demonstrate how they have engaged the community in their work to end violence.

The WyAC Manager and other WCADVSA staff will provide programmatic oversight and support to the programs at which the members are placed, including a comprehensive financial and programmatic orientation prior to the beginning of each service year. After members have been placed and enrolled, the WyAC Manager will visit the site and provide orientation for the member and site staff. Later in the service year, she will visit the program site to provide support and assure compliance. She also will address administrative issues and provide supervision, including site support and relations with the sponsoring agency. The WCADVSA Bookkeeper will monitor monthly financial interactions with programs and provide technical support as requested and determined necessary.

J. TUTORING PROGRAMS ONLY

N/A

K. CURRENT GRANTEEES ONLY

ENROLLMENT

The WyAC Project has had 100% enrollment every year of the project.

RETENTION

The 2009 service year experienced the most successful retention of members to date. Retention rates

Narratives

during the two years prior to the 2009 grant year were lower than the early years of the WyAC grant project. The WyAC Manager and site supervisors explored retention strategies and worked to recruit members who were better suited for advocacy work, who expressed that AmeriCorps service was their first priority, and who could reasonably live on the living stipend. In the last completed year (2009) 11 members, 73.3 percent of awarded slots, received the full education award. Members who exited early did so for a variety of reasons including one member accepted a graduate assistantship, one returned to school and two others accepted staff positions at the local program.

Organizational Capability

A. ORGANIZATIONAL BACKGROUND

The WCADVSA is a non-profit, non-governmental organization with a board of directors. The board provides governance for the WCADVSA and establishes policies that will affect the work of the WCADVSA. The Executive Director is accountable to the board of directors and is responsible for the day to day operations. Board members of the WCADVSA and the DVSA programs include former victims who have benefited from services. Some of the most critical direction and input are gained from victims.

The WCADVSA has five staff members in management positions within the organization. Two members of the management staff, Linda Oster, the Associate Director, and the WyAC Manager, Patricia Luck will be the primary and secondary contacts, respectively, for this grant. The remaining eight staff members, including the Bookkeeper and Administrative Assistant, are supervised by the Executive Director and the Associate Director.

The WCADVSA board of directors will be provided programmatic and fiscal updates at board meetings. The board has a strong history of providing support in both the planning and implementation phases of grant programs, including this program.

The WCADVSA Executive Director, Associate Director, and WyAC Manager have successfully

Narratives

administered the WyAC Project for the last five years. In addition, the Executive Director and the WyAC Manager have experience administering AmeriCorps and VISTA programs in former positions each held. The Executive Director also served as a VISTA in 1997. Examples of prior accomplishments include being written up in the 2010 America's Service Commissions and Innovations in Civic Participation's publication Transforming Communities through Service: A Collection of 52 of the Most Innovative AmeriCorps Programs in the United States. This is in part due to the experience the WyAC Manager and Executive Director brought to the program.

The WCADVSA has administered federal grants since 1994 and currently administers seven federal grants in addition to the WyAC Project. Last year two of our other federal grant programs had sub-recipient activities with our member programs similar to that of the WyAC Project. Like the WyAC Project, the WCADVSA was responsible for the fiscal and programmatic oversight of our sub-recipients. In addition to on-going technical assistance, the WyAC Manager has successfully conducted member and site orientations and has provided on site monitoring. The WCADVSA Bookkeeper is responsible for the monthly fiscal oversight of programs as our local sites and the WCADVSA both contribute toward the match requirements. A fiscal system and reporting process was developed the first year of the AmeriCorps grant to assure timely reporting and compliance. The system and reporting process have been modified over the six years of the project to improve internal controls and efficiency.

The WCADVSA provides a number of programmatic and funding opportunities to our member programs which include (1) a legal project which provides legal representation for victims of DVSA, (2) a public policy program which provides for policy advocacy at the local, state and national levels, (3) a sexual assault program which provides technical assistance and training resources to local programs around sexual violence, (4) a transitional housing program which provides fiscal resources to victims for housing related needs, (5) a rural project which provides technical assistance and

Narratives

training resources to local programs around DVSA, stalking and child endangerment. All projects of the WCADVSA are developed in coordination with our membership to ensure the resources we provide will best meet the local program's needs.

During the past five years the WCADVSA has received Corporation funding to support the WyAC Project. During funding years 2005 -- 2007, WyAC received AmeriCorps State Formula funding grants. AmeriCorps State Competitive funds were received to support the WyAC grant in funding years 2008 -- 2010. During the 2010 fiscal year, Corporation funding is 13% of the WCADVSA total budget.

B. STAFFING

The key program positions for the WCADVSA WyAC Project include Jennifer Zenor-Executive Director, Linda Oster-Associate Director, Patricia Luck-WyAC Manager, Clarice Luck-Bookkeeper, and Paula Snow-Balanoff-Administrative Assistant. These key staff positions have been consistent since the beginning of the WyAC Project except as indicated in the discussion of individual staff members below.

Jennifer Zenor has been dedicated to ending violence against women since becoming a VISTA volunteer with the Gillette Abuse Refuge Foundation (GARF) in 1997. She served as the Executive Director of GARF and Associate Director of the WCADVSA from 1999-2005. During this time, Jennifer supervised AmeriCorps and VISTA members. Jennifer has a bachelor's degree in sociology and is currently working toward a Masters in Public Administration degree at the University of Wyoming. Jennifer has been employed with the WCADVSA since 2003. Jennifer along with Linda Oster will provide oversight and support for all programmatic and fiscal functions of the AmeriCorps program.

Linda Oster has worked with this AmeriCorps program for almost two years, but has worked with the

Narratives

DVSA member non-profit programs for 10 years, providing monitoring of state and federal funds, technical assistance and training. As Associate Director, she has responsibility for assuring compliance with the federal requirements, including reporting, for federal grants. She has a long history of volunteering throughout her life and has served on a number of boards for profit and non-profit organizations over the past 20 years.

Patricia Luck has worked directly in the battered women's movement since 1992. Patricia formerly served as the Program Director of the YWCA Support and Safe House program in Sweetwater County for 10 years. Patricia received a Master of Science in Food Science and Nutrition in 1970 from the University of Tennessee, Knoxville and a Bachelors of Art in 1968 from the University of Wyoming. Patricia has been with the WCADVSA since 2003. She directly supervised many AmeriCorps and AmeriCorps VISTA members while working at YWCA Support and Safe House program. Patricia Luck will be responsible for the day to day programmatic functions of the program, supervise and provide technical assistance to members and the program sites at which they are located.

Clarice Luck (no relation to Patricia Luck) has 10 years of experience working with non-profit organizations. Clarice worked with the Community Action Alliance, a large non-profit in southern New Mexico, for nine years. Clarice first served as an administrative assistant and then she was promoted to the fiscal department. Her final position at the organization was as the Housing Director where she administered as many as seventeen different funding sources, including DOE, HUD, USDA and various state grants. She is returning to college to complete her bachelor's degree in accounting. Clarice has been with the WCADVSA since 2006 as the Bookkeeper where she manages over \$1,500,000 annually in grant and other funding sources. Clarice will be responsible for the day to day fiscal functions of the AmeriCorps grant program and will provide technical assistance to the members and the programs at which they are located.

Paula Snow-Balanoff is the most recent member of the team beginning her work with the WCADVSA

Narratives

in 2008. Paula came to the WCADVSA having worked for years providing the administrative support for a family business. Paula is dedicated to see violence against women end and is an asset to the WyAC administrative team. Paula will be responsible for the day to day contract functions of the program and will provide technical assistance to the members and the programs at which they are located.

In addition to the qualifications and experience key staff members bring to their positions, they have attended and will continue to attend trainings as available to further their knowledge of the AmeriCorps Program and the CNCS.

L. Site financial and programmatic orientation, training, technical assistance, and monitoring for compliance will be provided by Jen, Linda, Clarice and Pat. The site training schedule is detailed thoroughly in the SUPERVISION section of C. AMERICORPS MEMBER SELECTION, TRAINING, AND SUPERVISION of the PROGRAM DESIGN. WCADVSA staff are responsible for the following areas: financial, Clarice Luck, Linda Oster, and Jennifer Zenor; contracts and health insurance, Jennifer Zenor, Linda Oster and Paula Snow-Balanoff; and programmatic aspects including member files, reports, time sheets, PMs and site and member compliance, Patricia Luck. Patricia also will initiate weekly contact with site supervisors to check in about any problems or concerns identified by WCADVSA or site staff.

C. SPECIAL CIRCUMSTANCES

The WCADVSA was incorporated in 1987. The WCADVSA began as a volunteer organization and has grown to have 24 member programs, a staff of 14, and an annual budget of \$1.5 million in 23 years. Over the years, the WCADVSA has been intentional with our growth efforts; always making sure our vision and mission aligns.

The WCADVSA and our member programs serve DVSA survivors who are in general resource poor and live in frontier/rural and remote communities across Wyoming. Because of the rural nature of

Narratives

the state, resources are scarce and philanthropic efforts are difficult to harness in small and remote communities.

Cost Effectiveness and Budget Adequacy

A. COST EFFECTIVENESS

The WCADVSA will provide the minimum member living allowance of \$12,100 per member in the 2011-2012 service year. This represents an increase of \$300 from the prior year and has consequently resulted in the MSY likewise increasing from \$13,000 to \$13,300.

The WCADVSA and the site member programs will share the match requirements of the WyAC Project. The WCADVSA will be responsible for match in Section I-Program Operating Costs. The WCADVSA has secured a contract providing permission to use Health and Human Services, Family Violence Prevention and Services Act funds as match for program operating costs in the amount of \$35,915. The host site member programs will provide for the match in Section II-Member Costs. The host site match will originate from local fundraising efforts and donations. Each site will be responsible for \$4,693 in match per member for a total of \$70,398 from all sites respectively.

B. CURRENT GRANTEEES ONLY

The WCADVSA has overmatched every AmeriCorps application that has been received by our organization since 2005. In this application, our average match in Sections I and II is 39%. The WCADVSA has increased our contributions to the grant by \$5,659 this year to further reduce an increase in federal funds requested.

C. SPECIAL CIRCUMSTANCES

The WCADVSA has successfully operated the WyAC Project at 14 sites across frontier/rural Wyoming in the last three grant years. The WyAC Manager continually strives to engage local programs that have never hosted a member; particularly those in mineral impacted and extremely rural areas of the state.

Narratives

The WCADVSA and our member programs serve DVSA victims who are in general resource poor and live in rural areas across the state. Because of the frontier/rural nature of the state, resources are scarce and philanthropic efforts are difficult to harness in small and remote communities.

D. BUDGET ADEQUACY

The WCADVSA has thoughtfully and conservatively developed this budget. For example, our first application in 2005 was for \$208,552 and the current application request is for \$199,500; a difference of \$9,052. Each year, the WCADVSA further refines our budget to accurately reflect operating costs to support our program design, activities and PMs.

E.EAPS AND FULL-TIME FIXED-AMOUNT APPLICANTS ONLY

N/A

Evaluation Summary or Plan

EVAULATION SUMMARY OR PLAN

The WCADVSA will do an external evaluation of the WyAC Project for this three-year grant proposal. The WCADVSA has identified the Wyoming Survey & Analysis Center (WYSAC) at the University of Wyoming as our external evaluator. WYSAC is committed to providing clear, accurate and useful information to decisions-makers through applied social science research, scientific polling, information technology services, and rigorous program evaluation. Without bias and with the highest standards of validity, WYSAC collects, manages, analyzes, and reports data for the public and private sectors in Wyoming and throughout the Great Plains and Rocky Mountains.

WYSAC has expertise in creating evaluation designs to collect and report both process and outcome data. WYSAC plans and conducts evaluations that gather quantitative and qualitative information. Their evaluation reports give formative and summative feedback to program providers and decision-makers. WYSAC uses logic modeling to analyze performance in four categories or steps: inputs, activities, outputs, and outcomes. They can also use logic modeling in developing strategic plans and

Narratives

in standardizing systems within an organization.

WYSAC has worked collaboratively with WCADVSA on a number of projects including the Wyoming Rape Prevention Education Strategic Planning Committee, Needs Assessment Workgroup and currently the Wyoming Sexual Violence Prevention Council. WYSAC assists in establishing data collection and surveillance to monitor sexual violence victimization and perpetration for planning, implementing, and evaluating interventions and strategies for these projects.

Scope of Work: Year One

- Work with WCADVSA to further develop a sound evaluation plan.
- Work with WCADVSA to adapt current instruments and develop new instruments as needed.
- Assist WCADVSA in implementing the instruments.

Scope of Work: Year Two

- WCADVSA will provide WYSAC with monthly and/or quarterly data from member sites for WYSAC to analyze.
- WYSAC will monitor data and provide WCADVSA with quarterly updates as necessary.
- WYSAC will provide WCADVSA with an interim evaluation report and will include recommendations for any needed changes in the data collection process.

Scope of Work: Year Three

- WYSAC will finalize data analysis from data collected in year 2.
- Before the end of year 3, WYSAC will provide WCADVSA with a formal evaluation report including process evaluation and outcome evaluation findings and recommendations for improvement.

Cost

The fixed-price cost for this evaluation by WYSAC is \$12,675 per year for 3 years.

Amendment Justification

Narratives

N/A

Clarification Summary

Programmatic Clarification Items 4/28/2011:

1. Please clarify your use of the word "advocacy" as it applies to this program. Advocacy in terms of influencing legislation is unallowable for AmeriCorps.

The term 'advocacy' throughout this proposal is used to describe the provision of victim support services by members. These services would include but not limited to safety planning, referrals, information, provision of resources, accompaniment to court and medical or human services appointments, assistance finding housing, etc. The term advocacy is generally and widely used by the domestic violence/sexual assault field as stated here and in this proposal does not refer to influencing legislation, which is unallowable for AmeriCorps.

2. Please provide specific examples of past program accomplishments and successes regarding meeting goals/outcomes.

The Wyoming Advocate Corps in its six year history has consistently met or surpassed direct service and capacity building goals/outcomes set by the project. Since the beginning of the project in 2005, WCADVSA AmeriCorps members have provided essential services to 8,399 victims of domestic violence, sexual assault, stalking, and child abuse. In addition these members have mobilized 1819 community volunteers who have increased the capacity of local sites to provide services to victims of crime and have increased awareness of issues and services in their communities. With the leadership and support provided by AmeriCorps members, those community volunteers provided 23,094 hours of

Narratives

service to programs and victims to date through this project. WyAC members have taken a primary role in the recruitment, training, and management of these community volunteers who take shifts on the 24 hour/day seven days/week victim response crisis lines throughout the state and helped with many other program activities and awareness events

3. Given that members are in part recruited from the volunteer roster of host sites and given that some volunteers and members serve in similar roles, please explain how you will ensure that members do not displace or duplicate volunteers.

Member's primary role in relation to community volunteers is recruitment, training, and management. Some of the service activities of members and community volunteers are similar; however, primarily members provide leadership and support for community volunteers providing victim services and helping with program events within local programs. Also members through their service year individually serve many more hours than individual community volunteers and provide a much broader range of services to victims and programs, requiring more comprehensive training. Specific job descriptions for members and community volunteers defining and clarifying roles and responsibilities assure that members do not displace or duplicate volunteers.

4. Please clarify if this program will limit its recruiting to women or if men could also be members.

In the six year history of the WyAC Project both women and men have served as AmeriCorps member advocates, providing services to victims of domestic violence and sexual assault. Recruitment of members for this project will continue to be non gender specific.

Narratives

5. Please confirm that in the counseling and referral of a rape victim, members will be aware of federal prohibitions on advising abortion.

AmeriCorps members serving as victim advocates with this project will be aware of federal prohibitions on advising abortion. This information will be provided at their initial mandatory member orientation and reinforced in the 40-hour advocacy training they must complete before working with victims.

6. Please explain how much time current members will be engaged in member recruitment activities.

Member recruitment is not a specific member role. However in the course of other activities such as community volunteer recruiting at booths, other tabling events, and community fairs members will make AmeriCorps information available with other program recruitment and information materials. Also, members will post or place local ads and other member recruitment materials prepared by the AmeriCorps Project Manager or Site Supervisor as needed. Actual time spent by a current member recruiting other AmeriCorps members would be two hours or less during their service year.

7. Please describe a plan for how training and service activities will lead to post-service civic engagement.

Advocacy and civic training during the members' service year equips them with life-long skills to assist people in crisis. Evidence of post-civic engagement shows that WyAC members have a history of continuing their volunteer service after they have exited AmeriCorps.

Narratives

8. Budget Clarification Items; Section H: Evaluation Summary or Plan

WCADVSA WyAC staff do not currently have the skill sets or time in the proposed budget allocation to conduct an internal evaluation. The University of Wyoming's Statistical Analysis Center (WySAC) has strong ties to the WCADVSA and the AmeriCorps program and provided a greatly reduced rate to conduct an external evaluation. Their evaluation process will include the development of instruments, tools and methods which will allow WyAC staff to be trained to facilitate future evaluation processes with minimal external support.

Continuation Changes

N/A

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

educational support or life skills groups also will be provided by members/volunteers. Depending upon their circumstances, they will give victims safety options, assist with safety plans and protection orders, or help them find safe shelter. Members/volunteers also provide options and resources or make referrals, depending upon the victims' needs. Unduplicated victims receiving advocacy services will be logged and tallied. Victims who receive information about resources or safety options, or those provided safe shelter will be asked to complete a survey in English or Spanish. Self reports of accessing resources and/or implementing safety options will be logged and tallied. Confidentiality of victims will be maintained. Victims younger than sixteen years will not complete surveys.

Results

Result: Output

Adult victims of domestic violence, sexual assault, and stalking receive advocacy services. At least 200 service participants will receive services during the year.

Indicator: Individuals receiving services.

Target: Year 1: At least 200 service participants will receive services during the year.

Year 2: At least 225 service participants

Year 3: At least 250 service participants

Target Value: 200

Instruments: Output Instrument A: Victim tracking log

Method: Logs and tally sheets

PM Statement: Adult victims of domestic violence, sexual assault, and stalking receive advocacy services. At least 200 service participants will report receiving services during the year.

Prev. Yrs. Data:

Result: Intermediate Outcome

Adult victims of domestic violence, sexual assault, and stalking access resources.

Indicator: Individuals accessing resources

Target: Year 1. At least 125 service participants will report that they accessed at least one resource.

Year 2. 130 service participants

Year 3. 135 service participants

Target Value: 125

Instruments: Output Instrument: Victim survey

Method: Victim survey, logs and tally sheets

PM Statement: Adult victims of domestic violence, sexual assault, and stalking access resources. At least 125 adult

Result: Intermediate Outcome

service participants will report that they accessed at least one resource.

Prev. Yrs. Data:

Result: Intermediate Outcome

Adult victims of domestic violence, sexual assault and stalking implement safety options.

Indicator: Individuals implementing safety options.

Target: Year 1. At least 100 adult service participants will report that they implemented at least one safety option.

Year 2. 110 service participants

Year 3. 120 service participants

Target Value: 100

Instruments: Output Instrument: Victim survey

Method: Victim survey, logs and tally sheets

PM Statement: Adult victims of domestic violence, sexual assault, and stalking implement safety options. At least 100 adult service participants will report that they implemented at least one safety option.

Prev. Yrs. Data:

National Performance Measures

Priority Area: Economic Opportunity

Performance Measure Title: Financial Literacy Services

Service Category: Other Human Needs

Strategy to Achieve Results

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

Members will provide financial literacy services to economically disadvantaged domestic violence and sexual assault service participants. Participants will self-certify that they meet the standard for economically disadvantaged that is described in the requirements which is as follows: they must be receiving or meet the income eligibility requirements to receive; TANF, Food Stamps (SNAP), Medicaid, SCHIP, Section 8 housing assistance OR have a poor credit score OR are at least 60 days behind on one or more personal/family accounts. (Further investigation of the financial status of victims by advocates would be an inappropriate intervention and contrary to the philosophy of advocacy.) The Allstate financial literacy curriculum developed for use with domestic violence victims will be used one-on-one with victims or with victims participating in peer educational support groups. Information will be presented with regard to credit management, financial institutions, including banks and credit unions, and utilization of savings plans. Service participants will be given a pre and post test to determine if their financial knowledge has improved. Members will provide the direct support that makes this service possible. Members may co-facilitate the financial literacy groups or provide the information to victims one-on-one. Members will track unduplicated participants, teach information, compile test results and report required data to the AmeriCorps Program Manager. The AmeriCorps Program Manager will compile data submitted and evaluate the performance measure.

Result: Intermediate Outcome

Result.

Service participants will improve their financial knowledge.

Indicator: O9: Individuals with improved financial knowledge.

Target :Year 1: 50 service participants will increase their post-test score by 3 or more questions as compared to their pre-test scores.

Year 2: 55 service participants

Year 3: 60 service participants

Target Value: 50

Instruments: Pre-test/Post-test; tally sheet

PM Statement: Service participants will improve their financial knowledge. 50 service participants will increase their post-test score by 3 or more questions as compared to their pre-test scores.

National Performance Measures

Result: Output

Result.

Service participants will participate in financial literacy services.

Indicator: O1: Individuals receiving financial literacy services.

Target :Year 1: 60 unduplicated economically disadvantaged service participants will participate in financial literacy education.

Year 2: 65 service participants

Year 3: 70 service participants

Target Value: 60

Instruments: logs, tally sheets

PM Statement: Service participants will participate in financial literacy services. 60 unduplicated economically disadvantaged service participants will participate in financial literacy education.

Required Documents

Document Name

Status

Evaluation

Not Applicable

Labor Union Concurrence

Not Applicable