

PART I - FACE SHEET

| APPLICATION FOR FEDERAL ASSISTANCE <small>Modified Standard Form 424 (Rev.02/07 to confirm to the Corporation's eGrants System)</small> | | 1. TYPE OF SUBMISSION: Application <input checked="" type="checkbox"/> Non-Construction | | | | | | | | | | | | | | |
|---|---|---|--------------|---------------|----------|---------|----------|---------|----------|---------|-------------------|---------|----------|---------------|---|---|
| 2a. DATE SUBMITTED TO CORPORATION FOR NATIONAL AND COMMUNITY SERVICE (CNCS): | 3. DATE RECEIVED BY STATE: 20-JAN-11 | STATE APPLICATION IDENTIFIER: | | | | | | | | | | | | | | |
| 2b. APPLICATION ID: 11AC123877 | 4. DATE RECEIVED BY FEDERAL AGENCY: | FEDERAL IDENTIFIER: 09ACHNE0010001 | | | | | | | | | | | | | | |
| 5. APPLICATION INFORMATION | | | | | | | | | | | | | | | | |
| LEGAL NAME: Lutheran Family Services of Nebraska DUNS NUMBER: 608145199 | | NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes): NAME: Mikki Chullino TELEPHONE NUMBER: (402) 346-6100 203 FAX NUMBER: INTERNET E-MAIL ADDRESS: mchullino@lfsneb.org | | | | | | | | | | | | | | |
| ADDRESS (give street address, city, state, zip code and county): 124 S 24th St Ste 230 Omaha NE 68102 - 1226 County: Douglas | | 7. TYPE OF APPLICANT: 7a. Non-Profit 7b. Faith-based organization | | | | | | | | | | | | | | |
| 6. EMPLOYER IDENTIFICATION NUMBER (EIN): 237267972 | | 9. NAME OF FEDERAL AGENCY: Corporation for National and Community Service | | | | | | | | | | | | | | |
| 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): | | 11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT: LFS AmeriCorps 11.b. CNCS PROGRAM INITIATIVE (IF ANY): | | | | | | | | | | | | | | |
| 10a. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER: 94.006 10b. TITLE: AmeriCorps State | | 14. CONGRESSIONAL DISTRICT OF: a.Applicant <input type="text" value="NE 002"/> b.Program <input type="text"/> | | | | | | | | | | | | | | |
| 12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc): LFS AmeriCorps is a statewide program serving urban and rural communities in Nebraska. The program has members stationed in the following communities: Lexington, Lincoln, Omaha and South Sioux City. | | 16. IS APPLICATION SUBJECT TO REVIEW BY STATE EXECUTIVE ORDER 12372 PROCESS? <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 | | | | | | | | | | | | | | |
| 13. PROPOSED PROJECT: START DATE: 09/01/11 END DATE: 08/31/12 | | 17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT? <input type="checkbox"/> YES if "Yes," attach an explanation. <input checked="" type="checkbox"/> NO | | | | | | | | | | | | | | |
| 15. ESTIMATED FUNDING: Year #: <input type="text" value="2"/> | | 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. | | | | | | | | | | | | | | |
| <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; padding: 2px;">a. FEDERAL</td> <td style="width: 50%; padding: 2px; text-align: right;">\$ 358,604.00</td> </tr> <tr> <td style="padding: 2px;">b. APPLICANT</td> <td style="padding: 2px; text-align: right;">\$ 358,870.00</td> </tr> <tr> <td style="padding: 2px;">c. STATE</td> <td style="padding: 2px; text-align: right;">\$ 0.00</td> </tr> <tr> <td style="padding: 2px;">d. LOCAL</td> <td style="padding: 2px; text-align: right;">\$ 0.00</td> </tr> <tr> <td style="padding: 2px;">e. OTHER</td> <td style="padding: 2px; text-align: right;">\$ 0.00</td> </tr> <tr> <td style="padding: 2px;">f. PROGRAM INCOME</td> <td style="padding: 2px; text-align: right;">\$ 0.00</td> </tr> <tr> <td style="padding: 2px;">g. TOTAL</td> <td style="padding: 2px; text-align: right;">\$ 717,474.00</td> </tr> </table> | a. FEDERAL | \$ 358,604.00 | b. APPLICANT | \$ 358,870.00 | c. STATE | \$ 0.00 | d. LOCAL | \$ 0.00 | e. OTHER | \$ 0.00 | f. PROGRAM INCOME | \$ 0.00 | g. TOTAL | \$ 717,474.00 | a. TYPED NAME OF AUTHORIZED REPRESENTATIVE: Mikki Chullino | b. TITLE: c. TELEPHONE NUMBER: (402) 346-6100 203 |
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| g. TOTAL | \$ 717,474.00 | | | | | | | | | | | | | | | |
| d. SIGNATURE OF AUTHORIZED REPRESENTATIVE: | | e. DATE SIGNED: 12/10/10 | | | | | | | | | | | | | | |

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Executive Summary

Lutheran Family Services of Nebraska's AmeriCorps program addresses the needs of Nebraska's refugee and immigrant populations. LFS AmeriCorps was recognized as an innovative program for its use of community asset-building to advance self-sufficiency among refugees and immigrants in urban and rural areas. In 2010, it broadened its scope to include services to active military personnel, veterans and their families, and it also placed members at a new facility for low-income and at-risk families.

Rationale and Approach

PROGRAM DESIGN--RATIONALE and APPROACH

In this new competitive application for 2010-11, the LFS AmeriCorps program will build upon its successes and grow to meet the needs each community, in collaboration with LFS, has strategically identified. The program will now serve the refugee and immigrant populations, at-risk youth living in poverty in the inner-city, and veterans and their families located near Offutt Air Force Base as well as engage the older generation (55+) in giving back to their community. These additions and expansions to the program will enhance the LFS AmeriCorps program's ability to serve the community in a powerful way and make an impact that will build on the agency's three core competencies of Children's Services, Behavioral Health and Community Services. These new member activities will address the three identified priorities of Education, Opportunity and Veterans.

When Lutheran Family Services of Nebraska, Inc. (LFS) began AmeriCorps in 2000, its focus was limited to asset-mapping a specific neighborhood in the Omaha area. The program began with six members who established that there was an emerging unmet need for services for refugees and immigrants. LFS established a Community Services department to address those emerging needs by providing refugee resettlement, immigration legal services, employment readiness training and other necessary services. In 2009-2010 LFS' AmeriCorps program features 36 members supported via a Nebraska Formula AmeriCorps grant funded by ServeNebraska -- the Nebraska Volunteer Service

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Commission. The program has expanded to serve rural as well as metropolitan areas, and has successfully replicated programming in four locations. The program emphasizes the strengths within a community and recognizes the importance of building up small organizations to strengthen their own capacity. The goal of the LFS AmeriCorps program is to empower members to help people help themselves. The Executive Director of ServeNebraska, Barbara Thomas, has called the LFS AmeriCorps program the signature program in the State, and it is based on this continued success that LFS is proposing to continue and expand the impact of the LFS AmeriCorps program.

COMPELLING COMMUNITY NEED

LFS AmeriCorps was created to use the assets of a community to best fill gaps. LFS has made a concentrated effort to remain focused on those groups that are disadvantaged, underserved and seemingly have no voice. LFS AmeriCorps has chosen to focus on specific groups of the most disadvantaged within Nebraska including: refugees and immigrants; minority youth in poverty; and veterans, active military and their loved ones. These populations are typically underserved in the community and do not have enough social capital to garner attention and access the resources needed to meet basic human needs.

REFUGEES AND IMMIGRANTS- Nebraska has the 7th fastest growing immigrant population in the country. This statistic represents a significant shift in the population demographics of Nebraska and has had a dramatic impact across all sectors of the community. According to the Migration Policy Institute, Nebraska ranks 21st out of 51 states in percent change in foreign-born population from 2000 to 2008. According to the Census Bureau, there were 97,815 foreign-born residents in the state in 2008--about 5.5 percent of Nebraska's population of 1.78 million--with 57.0 percent coming from Latin America, 21.7

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percent from Asia, 11.3 percent from Europe, 8.3 percent from Africa, and the remaining from North America and Oceania. Additionally, the 2005 U. S. Census reveals that although the State of Nebraska experienced an overall decline of more than 4,200 residents from 2000-2005, there was a simultaneous increase of nearly 28,000 foreign born residents.

This influx of new residents has affected the entire state, but especially the cities of Omaha, Lincoln, Grand Island, Lexington and South Sioux City. These cities offer significant employment opportunities, including meat packing plants in Lexington and Grand Island, and a reasonable cost of living. Migration has put significant pressure on these smaller communities as new populations integrate and attempt to access limited or non-existent services. As a result, critical needs go unmet, such as healthcare (physical and mental health), education, interpretation and translation services, housing and nutrition. With 30 locations across Nebraska in both urban and rural areas, LFS has witnessed the impact of immigration across the State.

Grand Island, located in Hall County, has primarily seen an increase in its Hispanic immigrant population, with Hall County having a 426% increase in this population between the 1990 Census figures and the 2008 population estimates provided by the U.S. Census Bureau. Between 2000 and 2008 alone, the Hispanic population in Grand Island increased from representing 15.9% of the total city population to 22.3%. Unfortunately, though this population relocated to Grand Island in hopes of prosperity and economic opportunity, they are still struggling with poverty. The poverty level for the Hispanic population in Grand Island is far worse than the rest of the population, with 26.3% of Hispanic individuals living in poverty compared to 12.5% in the entire population. The Census Bureau's American Community Survey over the 2006 to 2008 timeframe indicates the per capita income in this population is also lower, just \$11,860 per individual, versus \$25,966 for the White, non-Hispanic population. Secondary migrant Sudanese and Somali refugees are also moving to this area causing a change in

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demographics and increasing the demand for basic human services.

South Sioux City is experiencing similar growth. In 1990 just 5.6% of their population was Hispanic, but in 2000, 24.8% of the population was Hispanic. Such a significant increase in a town of just over 11,000 residents makes an impact on the community itself. In addition to this documented increase of Hispanic immigrants, many secondary refugees (Somali and Ethiopian) have migrated to this area. Current estimates show a 193% increase in the black/African population between 2000 and 2008 across Dakota County. These secondary migrants are adding to the diversity in this town and increasing the need for culturally competent services.

Lexington's influx of new immigrants began in 1990 when the IBP beef packing plant opened. Since that time, the Hispanic population has grown 1,456% and the general population overall has grown by over 50%. Lexington Public Schools reflect this growth, with 75% of the student population being a minority, mostly Hispanic, and 74% of the student population eligible for free/reduced price lunches. In addition to the tremendous growth in the Hispanic population, many refugees have also relocated to Lexington where county wide statistics show an increase of 358% in the black population between 2000 and 2008. There are currently limited resources to assist these populations in their acculturation and integration efforts.

In addition to these rural locations, Omaha and Lincoln are also continuing to see an increase in their refugee and immigrant populations. In 2008, LFS resettled 472 refugees (366 in Omaha, 106 in Lincoln). While Census figures based on sampling in the American Community Survey have a high degree of variability, data from 2006 to 2008 shows 5,100 Douglas County (Omaha) residents and 3,818 Lancaster County (Lincoln) residents listed an ancestry of "sub-Saharan African". "South Omaha" is known to have a large Hispanic population. In 2000, a three zip code area encompassing South Omaha

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had about 18,000 Hispanic persons, representing about 28% of the total population in that area. The Hispanic population in Lancaster County has increased as well, from 3,938 in 1990 to 13,535 in the 2008 Census Bureau population estimates, a gain of 244%. The overall diversity of the communities is also changing with populations of Central Americans, South Americans, Middle Easterners and Southeast Asians also being resettled here.

While this population clearly contributes to the state's economy, a significant proportion of these foreign-born populations is low-income and face extreme disadvantages and barriers to creating a successful life in Nebraska. The majority of the populations served by LFS' Lutheran Refugee Services program live in poverty, with 77% of newly arriving refugees qualifying for either Temporary Aid to Needy Families (TANF) / Employment First or Refugee Cash Assistance between 2006 and 2008. In other words, 77% of newly arriving refugees are living below the poverty line. The remaining 23% of newly arriving refugees are not allowed access to state benefits, however, these individuals and families are barely living above the federal poverty threshold. LFS provides the basic human needs these families require to be survive in their new communities.

MINORITY YOUTH IN POVERTY- According to the 2000 Census, 31% of minority youth under the age of 17 live in poverty in Douglas County (Omaha), compared to only 13% of the general population of children in Douglas County under the age of 17. For African American children the figures are far worse, with 59.4% of African American children in Omaha born into poverty. This is the worst rate of child poverty of the 100 largest metropolitan areas in the nation.

Building Bright Futures (a comprehensive initiative aimed at improving high school graduation rates for young people in Douglas and Sarpy counties (Omaha metro area) sponsored by local philanthropic entities including the Buffett Early Childhood Fund) created a "Community Action Plan" in September

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of 2008 which found that 3,500 of each 10,000 births in the Omaha metropolitan area are born into poverty. These impoverished youth are predominantly ethnic minority groups, with 77% of African American children of school age living in poverty (Community Action Plan, Sept. 2008).

Poverty affects these children in many ways, including their potential for life long success. Only 8.8% of those African American youth living in poverty in Omaha will graduate from college (Community Action Plan, Sept. 2008). The disparity between Nebraska's African American graduation rate and the Caucasian graduation rate is fifth highest in the nation, the Hispanic-to-Caucasian disparity is ranked 10th and the American Indian-to-Caucasian disparity is fourth highest in the nation ("Fewer diplomas for minorities", Omaha World-Herald, June 12, 2007). Clearly minorities are at a disadvantage when it comes to socioeconomic standing and educational opportunities.

The Omaha World-Herald published a special report on April 15, 2007 entitled "Poverty Amid Prosperity." The report identified a number of gaps and boundaries that separate the African-American community from the rest of Omaha. Many of these gaps and boundaries directly impact the environment that these children grow up in and therefore negatively impact their early development. Growing up facing these socioeconomic barriers reduces the chances for children to have a healthy, safe and successful life. The following figures from 2005 demonstrate the struggles facing African-American families in Omaha: 53% of African-American children in Omaha are raised by a single mother; 22.4% of African-American births in Omaha are to teen mothers; and 68.5% of African-American births in Omaha are to unmarried mothers.

All of these statistics put children at high-risk for developmental problems that will impact their ability to succeed. In addition, these are risk factors for maternal depression and child abuse. These youth also experience more violence on a daily basis, either at home or in their communities. Research indicates

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that children exposed to violence and trauma can develop disturbances in cognitive functioning, emotional difficulties such as depression and anxiety and behavior and peer problems. These emotional and behavioral problems, when untreated, can become lifelong struggles that hinder academic and career success. These children are born with immediate disadvantages that they have no control over. That is why LFS' AmeriCorps program has chosen to serve them through multiple member positions.

VETERANS- In 2009, LFS began a program entitled "At Ease" which provides trauma treatment and therapeutic support for active military, veterans and their loved ones. Based on a study printed in an article in the New York Times in January of 2009, it is estimated that up to 35% of armed forces who are deployed in Iraq and Afghanistan will suffer from PTSD. With the amount of active duty service men and women currently deployed overseas, this equals 20,000 new sufferers each year the war continues. In addition, their families are suffering in equal amounts with a 20% increase in the number of children of active duty troops seeking mental health treatment each year. Recent studies have found that less than 40% of service members who are diagnosed with PTSD actually receive adequate mental health services. As the events at Fort Hood have made clear, military personnel are in desperate need of adequate counseling and therapy services. At Ease was created in response to this lack of quality services available for those who sacrifice themselves for this nation.

The program is quickly growing and catching the attention of many in the State, including former U.S. Senator Chuck Hagel and current Senator Ben Nelson. On September 28, 2009 Senator Ben Nelson participated in the kick-off of the program, and on January 25, 2010 former U.S. Senator Chuck Hagel was the keynote speaker at a fundraiser aimed at raising funds to be used partially for the AmeriCorps match.

At Ease is located in the same city as Offutt Air Force Base and STRATCOM. There are 12,700 active

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military employed at the base and STRATCOM, and according to the U.S. Census there are 36,751 veterans located in Douglas County and 17,849 in Sarpy County. That is 67,300 active military or veterans in the Omaha metropolitan area, and based on the previous statistics, over 23,000 of them could be suffering from PTSD. Each one of those soldiers suffering from PTSD will affect the family and loved ones who are waiting for them back home, and that is why At Ease serves members of the military and their families.

Currently the program focuses on providing individual and group therapy sessions, but through these services it has become evident that these families are in need of further services. Direct service, such as transportation to appointments, is needed to assure these families feel connected and supported in the community. Offering active military, veterans and/or their loved ones mentors who can provide assistance in any way needed will be integral in expanding their network of support. These mentors would act as informal case managers who could assess the needs of the family and find a way to meet those needs through community resources or volunteer time. The AmeriCorps program would contribute to this effort by recruiting volunteers and providing mentoring services as necessary.

ACTIVITIES AND MEMBER ROLES:

In 2010-11, LFS AmeriCorps members will focus on activities that address the national priorities of Education, Opportunity and Veterans. By expanding the member activities in 2010-11 to include services to veterans and youth at risk, the LFS AmeriCorps program is expanding the horizons of AmeriCorps members and opening up to new populations of older volunteers who are interested in national service.

At the center of the program is the traditional AmeriCorps member who is willing to dedicate one or two years to national service. Members will help new refugees settle into their new homes, help military families cope with stress and change, recruit volunteers to serve at-risk youth and minority families in

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North Omaha and assist immigrants in attaining their citizenship. Members will also be involved in a wide variety of youth programming including helping students address barriers to educational success and referring them to community resources. Additionally, the program is requesting two education award only positions available to graduate level students who can bring specialized knowledge in post-traumatic stress disorder, mental/behavioral health, early childhood development or other support areas for disadvantaged populations in Nebraska.

Members recruit and support volunteers to meet program objectives and build the capacity of their host sites. LFS has formal procedures for recruiting, managing and supporting volunteers. The Members who serve refugee and immigrant populations recruit volunteers with specific language skills or cultural competencies who can assist our new neighbors with acculturation and integration. They recruit these volunteers from immigrant/refugee populations, the faith community, businesses, schools and other community service sectors. AmeriCorps members serving veterans will be recruited from the military community and members serving youth at risk will be recruited from the minority populations being served.

As part of the expansion of LFS' AmeriCorps program, recruitment will be conducted for new members who have not been approached previously to participate in this type of national service. Many retired and older Americans are educated, have vast experience in the work world and are looking for a way to contribute. Individuals over the age of 55 will specifically be recruited to participate in the At Ease program serving veterans as well as the Center for Healthy Families, a program that will serve young at-risk families in the inner city through early childhood mental health services, educational classes, parenting classes and other services. Other host sites and programs will be encouraged to utilize this older population as well, to incorporate their knowledge and experience.

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LFS will focus on the following priority areas: Education, Opportunity and Veterans. The following is a brief description of member activities in each community in Nebraska:

Omaha-

At Ease

AmeriCorps members will recruit mentors for military and veteran families to help them adapt to the new community (if recently relocated) or adjust to a family member being at war or returning home. These members will need to have or develop an understanding of military culture and perhaps personal experience with either a family member in the service or being a veteran themselves.

Building Bright Futures

AmeriCorps members are a resource liaison between pilot schools, students and community partners. They will work with students, faculty and community members to identify best practices for addressing educational disparities and create tools for replication in other schools and school districts.

Catholic Charities- Juan Diego Center

AmeriCorps members provide initial intake assistance to clients needing immigration legal services and assist with citizenship procedures, translation services to clients and locate and leverage community resources.

Center for Healthy Families

AmeriCorps members will recruit volunteers who can become a guild for the Center to raise community awareness about the needs of young minority at risk families and locate needed resources. Members will educate community organizations and faith communities on services at the Center and recruit volunteers to mentor and support teen mothers and their young children and link them to resources (i.e.

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increase enrollment of children that are eligible for SCHIP).

International Center of the Heartland

AmeriCorps members act as liaisons between community service providers and the international community in Omaha. They provide case management for medical, housing, employment, legal and educational services. Members also provide life-skills education, coordinate service-learning activities and oversee free tax preparation services.

Lutheran Refugee Services

AmeriCorps members assist with refugee housing, medical, education and professional needs for refugees in Omaha and Lincoln. They provide acculturation and integration assistance to refugees and families, recruit volunteers and coordinate collection of in-kind donations.

Lincoln-

Bilingual/Bicultural Services

AmeriCorps members provide mental health outreach to the Hispanic/Latino community. Members educate persons to recognize signs and symptoms of mental health challenges, provide access to community resources and facilitate group classes on mental health and substance abuse issues.

Center for People in Need

AmeriCorps members lead job training sessions in areas of janitorial, food preparation, warehouse and basic office programs to low-income clients in Lincoln. Members provide computer instruction and oversight of incentive-based programming.

Lincoln Action Program

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AmeriCorps members serve low-income clients in areas of computer education, career support, financial literacy and life skills education. Members recruit and manage volunteers to meet the diverse needs of the community.

Rural Nebraska (Grand Island, Lexington, South Sioux City)-

AmeriCorps members serve as case coordinator/managers in assisting refugees, immigrants and asylees who seek medical, housing, employment, legal or educational services. Members will assist clients in identifying needs and available resources in the community. Members will also be responsible for volunteer/mentor recruitment and training. All members will serve as a representative to raise awareness and provide education about newcomers to the community.

LFS' AmeriCorps program has developed a member training and supervision plan that contributes to performance outcomes. At the onset of service, members use a self assessment to identify areas of professional and personal development to be achieved during the service year. This development goal is incorporated into regular supervision sessions and on-going training designed to prepare members for program expectations and service requirements. The goals are often skills or accomplishments needed to achieve program outcomes. In 2008-09 one member set a development goal of increased public speaking skills. After training and supervision sessions the improved communication was instrumental in the recruitment of local employers needed to reach the refugee employment outcome.

LFS ensures that members will be placed and utilized in a manner consistent and compliant with AmeriCorps program guidelines and regulations. LFS matches members with internal and external sites that appropriately use their individual strengths and talents. Potential sites apply for members by proposing the number of positions and service activities. Applications are reviewed by the Program Manager in consultation with the state commission to assure compliance with all AmeriCorps

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provisions.

The program monitors appropriate service activities of members by requiring each host site to submit a position description along with a host site application and Memorandum of Understanding. These applications are reviewed by the Program Manager in consultation with the state commission to screen for potential duplication or displacement issues and assure compliance with all AmeriCorps provisions. Prior to placement of a member, site supervisors and select program staff attend an AmeriCorps orientation outlining rules and regulations. Program staff also attend quarterly training sessions to address policy regarding recruitment, eligibility, prohibitions and supervision of members. Members also attend orientation on AmeriCorps rules/regulations, sign a contract with prohibitions clearly stated and attend monthly AmeriCorps training sessions on program regulations, professional development and national service history. Member compliance and accordance with AmeriCorps regulation is part of the internal program evaluation. In 2008-09 and into 2009-2010 the program has experienced no reports of non-compliance in prohibited activity service areas.

MEASURABLE OUTPUTS AND OUTCOMES:

LFS sets aggressive goals and is focused on meeting performance measures outlined in this grant proposal. The LFS AmeriCorps program worked with ServeNebraska to create strong performance measures and identify goals specific to each priority area. Standard performance measures will be used in areas of Opportunity and Veterans. The measures provide clear vision and guidance for each member/host site and serve as indicators of program success. Tracking systems include; attendance logs, case notes, individual assessments, pre/post tests and volunteer databases.

Education:

50 students will work with the liaison to identify available educational resources in the community. 70%

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of those students will access the community resources needed for educational success. (Building Bright Futures)

Veterans: National Standard Performance Measure

120 military families will receive services and assistance while a family member is deployed and upon the family member's return home. 90% of families served will report increased happiness and feelings of support. (At Ease program)

Opportunity: National Standard Performance Measure

50 economically disadvantaged individuals will access job training and other skill enhancement services. 75% of participants will increase job skills and 25% will find employment. (Lincoln Action Program)

Immigrant Services

50 individuals will receive information regarding immigration benefits for victims of domestic violence. 50% of individuals who receive information regarding immigration benefits for victims of domestic violence will apply for the benefit. (Catholic Charities)

300 Latino/Latina individuals will be educated on mental health and substance abuse treatment and resources for the Hispanic community. 25% of individuals will be referred to appropriate services to receive treatment for their mental health and/or substance abuse problems. (Bilingual/Bicultural Services)

Refugee Services

400 refugees will be assisted with initial resettlement services in 2010-2011. 90% of all refugees resettled will receive core medical, housing and employment services within 180 days of arrival. (Lutheran

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Refugee Services)

250 refugees will be educated on community resources available to assist in acculturation and integration. Of those 250 individuals, 75% will seek a referral or access to services. (Rural Nebraska)

Low Income Services

175 individuals will attend computer classes. 50% of these individuals will complete their goal plan or training cycle and earn a refurbished computer. (Center for People in Need)

750 individuals will be made aware of the free tax preparation services through community outreach activities and publications. Of those educated, 250 individuals will take advantage of the opportunity. (International Center of the Heartland)

Member Development

Members will complete 100% of program training and orientation and 75% of members tested will score 75% or above on the National Service Test. As suggested by ServeNebraska, LFS AmeriCorps uses a national service training program of statewide monthly conference calls and web-based training sessions for discussion and clarification of national service issues.

Volunteer Recruitment

Members will enroll 575 volunteers who will provide 3,450 hours of services to the community.

PLAN FOR SELF-ASSESSMENT AND IMPROVEMENT:

LFS AmeriCorps believes strongly in continuous improvement and ensures this through the use of an annual program evaluation designed to identify weaknesses that could lead to non-compliance with

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AmeriCorps regulations. A copy of the evaluation is included as an attachment to this proposal. Program strengths and weaknesses are identified through six-month/annual member assessments and quarterly reporting on achieved performance outcomes. Additional training or improvement planning is used to address identified weaknesses and ensure members the opportunity to learn, grow and exceed expectations. An annual survey of members and host sites gathers feedback and evaluates program success. ServeNebraska performs semi-annual site monitoring visits to identify areas of improvement within the program.

RELATIONSHIP WITH OTHER NATIONAL AND COMMUNITY SERVICE PROGRAMS: LFS

AmeriCorps will work with the Eastern Nebraska Office on Aging (ENOA) Senior Corps program to identify community resources and diversify member recruitment. LFS members use their unique language capacity to offer interpretation for other CNCS funded programs and provide comprehensive service to the community. Participation in the Nebraska InterCorps Council allows members to network across AmeriCorps programs. ServeNebraska trainings, MLK Day and Youth Service Day events have all national service participants working together for a common cause. The LFS AmeriCorps program provides assistance and mentorship to other national service programs in Nebraska regarding recruitment and operations. ServeNebraska refers other programs for consultation with LFS AmeriCorps. LFS recognizes the value of VISTA, Senior Corps and other CNCS programs and will look to capitalize on the benefit of multiple lines of service.

POTENTIAL FOR REPLICATION:

LFS AmeriCorps is a leader in national service in the state of Nebraska. LFS AmeriCorps replicates successful programs that have proven effective in communities where similar gaps appear. As an example, Lutheran Immigration Services (LIS) began in Omaha and was then replicated in Grand Island and Lexington. Now this program has evolved from reliance on AmeriCorps members to programs with

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full time employees, a true sign that capacity was built through the use of AmeriCorps members. The model has also spread outside of LFS and been adopted by external host sites of immigration legal service providers. For Lutheran Refugee Services (LRS) in Omaha, the use of AmeriCorps members has afforded the ability to build program capacity and ultimately the community's capacity. This programmatic success has enabled LRS in Omaha to replicate this model in Lincoln and has expanded it to external host sites including the Southern Sudan Community Association, an independent resettlement office in Omaha. LFS AmeriCorps is prime to be replicated in other states due to the success in replication in various LFS locations as well as with other similar organizations across the State.

Organizational Capability

ORGANIZATIONAL CAPACITY--ABILITY TO PROVIDE SOUND PROGRAMMATIC AND FISCAL OVERSIGHT:

Lutheran Family Services of Nebraska, Inc. (LFS) is a statewide faith-based not-for-profit agency with its corporate headquarters located in Omaha, Nebraska. LFS serves over 35,000 people a year across the state of Nebraska and the LFS AmeriCorps program helps to expand the reach of those services. The LFS Mission Statement is to "provide quality, human care services that build and strengthen individual, family, and community life."

LFS carries out its mission through three broad areas of core competency:

Children Services

LFS provides infant, identified, international and foster care adoption services. LFS also offers pregnancy counseling; maternal health services; foster care; KidSquad; early intervention and prevention services for parents with children under the age of five; and mental health therapy for children experiencing emotional and behavioral disturbances including sexual behaviors.

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Behavioral Health Services

Includes mental health care programs for individuals, couples and families; outpatient counseling; anger management; community support; bilingual/bicultural outreach; trauma treatment & therapeutic support for active military, veterans and their loved ones; substance abuse counseling; gambling addiction counseling; incest & adult offender treatment and treatment for children with sexual behavior issues and their families.

Community Services

LFS offers AmeriCorps, immigration legal services, refugee resettlement, Employment First and the International Center of the Heartland.

LFS has operated an AmeriCorps program since 2000. At that time the program consisted of six members serving one neighborhood in Omaha, NE. The program currently supports 36 members and offers a network of seventeen host sites providing various services across the State. LFS AmeriCorps is supported by strong Departments of Finance, Development, Human Resources and Continuous Quality Improvement (CQI). The Agency is 118 years old and has a \$15 million dollar annual operating budget. LFS is audited on an annual basis. The most recent is on file with ServeNebraska.

LFS has administered private grants, state and federal contracts and federal grants over the past four years in the amount of \$24.7 million. During that same time period, LFS billed and collected \$17.7 million in Medicaid, insurance and client fees. In 2007, LFS was granted a \$250,000 contract with the State of Nebraska Department of Health and Human Services to provide services to women who are pregnant or believe they are pregnant across the state. In 2009, LFS was awarded a \$2.4 million contract by the State of Nebraska to provide post-adoption/guardianship services to children and

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families across the state. This project is a collaboration between four agencies and LFS is the lead agency that will manage the financial aspect of the contract. In 2008 LFS managed federal funds in the amount of \$518,080 through Church World Service and Lutheran Immigration and Refugee Service to resettle 472 refugees in NE. LFS has implemented a statewide technology and management information system to enhance billing, reporting, productivity and trend analysis. With the experience of administering federal grant awards, AmeriCorps contracts, a CPA-led Finance Department, and an experienced management team, LFS possesses the knowledge and skill to administer this AmeriCorps grant.

The utilization of members has been a significant component of LFS' growth. For example, LFS employs an Immigration Attorney who oversees a network of BIA Accredited Immigration Legal Specialists in Omaha, Grand Island and Lexington. The people seeking immigration legal services have many needs in addition to immigration. Members respond to these other needs such as domestic violence, lack of food, shelter and clothing and the need for ESL classes and interpreters. Members identify and enhance the assets in the community by working in collaboration with the business, service and the faith communities. In sparsely populated rural and frontier areas members provide creative, indigenous and financially affordable service enhancements.

LFS ensures the long-term support, success and sustainability of program services through use of Telehealth video conferencing equipment, the interactive online educational tool Essential Learning and the LFS technology network. LFS has experience and success in effectively managing services across a wide geographic region with oversight to rural and frontier areas from the Omaha corporate office.

MULTI-SITE PROGRAM:

LFS enters into Host Site Agreements to ensure that the host sites are compliant with AmeriCorps standards and the LFS mission. LFS clarifies collaborative relationship expectations by entering into

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Memorandums of Understanding with host sites.

The LFS AmeriCorps program uses a state developed host site application to determine levels of AmeriCorps readiness among community organizations. LFS makes intentional selections of host sites with varying levels of maturity to address gaps in community services and identifies programs with like missions in order to meet and/or exceed program outcomes. Program Site Supervision is determined on the reliability, current managerial/supervisory responsibility and the leadership ability of the potential site supervisors. The AmeriCorps Program Manager and Director of Community Services meet on a monthly basis to review issues related to contract performance and compliance. Program Site Supervisors provide AmeriCorps members with a six-month and year-end evaluation and regular training sessions. Members are asked to provide feedback on their experiences and identify additional training and resources that would further benefit the Members' service year.

Prior to the placement of members at host sites, ServeNebraska or the AmeriCorps Program Manager conducts a Site Supervisor Orientation. The Manager visits host sites once a year and observes and makes recommendations to ensure program compliance. The Program Manager will maintain a minimum of monthly communications with host sites to communicate the importance of compliance, performance, data collection and reporting as it relates to all host sites and the overall AmeriCorps contract performance and compliance.

BOARD OF DIRECTORS, ADMINISTRATORS, AND STAFF:

Lutheran Family Services is a statewide agency that has centralized administration in Omaha. This central location houses the executive team of the CEO/President, Vice Presidents of Program, Administrative Services, Development and Finance. Regional Directors report to the Vice President of

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Program and provide oversight for the three regions or cores of LFS services. Program Supervisors report to the Regional Directors and supervisors monitor all other staff. The Board of Directors approves all policies and procedures for LFS programs, the annual budget, the strategic plan, and is involved in fund-raising efforts. There are currently 13 members of the LFS Board of Directors

Ruth Henrichs, President/CEO, has been with the agency for 35 years. She has a Master's in Social Work and is a Licensed Mental Health Practitioner. She is past Chair of the Board of Lutheran Services in America, a national association of 300 Lutheran social ministry organizations that manage over \$8 billion and serves 1 in every 50 Americans.

Amy Richardson, Vice President of Program, has been working in human care services for 25 years. She has a Master's in Counseling and Psychology and is a Certified Social Worker and Provisional Licensed Mental Health Practitioner. She has worked for the Nebraska Department of Health and Human Services and Richard H. Young Hospital. She has extensive government experience and knowledge and 20 years of supervisory experience.

Richard Henrichs, Vice President of Finance, provides fiscal management to over 100 Agency programs. He has been employed at LFS for 15 years and has spent his career in the non-profit sector, gaining expertise in accounting, auditing, budgeting and forecasting. He received his BS in Business Administration from the University of South Dakota and is a licensed CPA. He is a member of the American Institute of CPA's and the NE and IA Societies of CPA's.

Kitcki Carroll, Director of Community Services, has been with LFS for 4 years. He has 8 years of Executive Level and Senior Management experience in the non-profit sector and tribal government sector. Prior to becoming the Director of Community Services, Mr. Carroll was the Tribal Business

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Manager for the Ponca Tribe of Nebraska, managing \$5 million of federal, state and privately funded programs for Native Americans.

Mikki Chullino, AmeriCorps Program Manager, has been with LFS for 4 years, has 8 years of AmeriCorps experience and 10 years non-profit experience. She has two years of service as an AmeriCorps member. She received a BA in Journalism from Creighton University and a Master of Organizational Leadership from College of Saint Mary. She is responsible for the overall administration of the LFS AmeriCorps contract.

The Program Assistant and Office Assistant provide administrative support to the Program Manager and members.

PLAN FOR SELF-ASSESSMENT OR IMPROVEMENT

LFS has been accredited by the Council on Accreditation for Children and Family Services (COA) for 12 years. The Agency employs a full-time CQI Specialist who measures, evaluates and interprets data regarding efficiency and effectiveness of program services and the level of customer satisfaction. The CQI Specialist also oversees the online tool Essential Learning. The Agency is a licensed child-placing agency in Nebraska, Iowa and Kansas and a licensed outpatient mental health facility in Nebraska. Peer review teams for every major program provide information on how LFS can continually improve services and processes. LFS conducts an exit interview with every employee leaving the agency and uses this information for orientation, supervisory training and improvement purposes.

The AmeriCorps program uses mid and year end program and member evaluations to gauge progress and identify areas of improvement at host sites. The program also completes an annual program

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evaluation in compliance with corporation regulations. The 2008-09 evaluation is attached to this grant.

PLAN FOR EFFECTIVE TECHNICAL ASSISTANCE:

The technical/financial assistance provided by LFS administrative support services: MIS/IT, Finance, Human Resources, Development, and Executive leadership. The MIS/IT Department has a full-time help-desk to provide technical computer assistance. The Finance Department provides budgeting, monthly financial review, and forecasting. The Human Resources Department provides training in supervision, performance reviews, and recognition and retention strategies. The Development Department solicits private and corporate contributions, develops AmeriCorps brochures and marketing materials and seeks opportunities for AmeriCorps members to tell their story to the community.

Technical assistance is available via the LFS intranet through the use of Telehealth equipment and online Essential Learning. Telehealth equipment provides a cost-effective and time conscious method for training and providing technical assistance to members in rural and frontier locations. LFS subscribes to Essential Learning, a web-based Learning Management system that provides on-line classes on a number of human service topics and allows LFS to develop or modify course content.

SOUND RECORD OF ACCOMPLISHMENT AS AN ORGANIZATION--VOLUNTEER GENERATION AND SUPPORT

LFS has a part time Volunteer Coordinator on staff to meet agency-wide needs and a second part time Volunteer Coordinator position in Community Services that focuses on faith-based sponsorship and service learning involvement. These positions work closely with members to coordinate volunteer activities. Volunteers provide additional resources that increase LFS' capacity to provide services, such as additional physical resources, specialty knowledge, language skills, community insight, and funder relationships. Volunteers represent the diverse communities and populations served by LFS.

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ORGANIZATIONAL AND COMMUNITY LEADERSHIP

In 2007, LFS was named the Non-Profit of the Year by the Non-Profit Association of the Midlands. Also in 2007, the LFS AmeriCorps program won the Nebraska First Lady's Outstanding Community Service Award and one of LFS' AmeriCorps members also received an Outstanding Community Service Award. In 2008, another LFS AmeriCorps member received the Nebraska Impact Award for her work with the LFS AmeriCorps program. In 2009, LFS received the Dawson County Partner in Progress Award in recognition of the significant efforts made to promote economic development in the Lexington area. LFS also received the OPPD Service to Community Safety Award for leadership in the treatment of families impacted by sexual abuse. Lutheran Refugee Services received the American Red Cross Heartland Chapter's Good Samaritan Award for their work with refugees in the community. In 2009 LFS was selected from a competitive process to access and develop services for veterans and their loved ones in the Omaha community.

In addition to the awards received, LFS staff serve on many taskforces and boards. The President/CEO of LFS has been the Vice Chair of the Board of Directors of Lutheran Immigration and Refugee Service, a national voluntary organization that serves the needs of refugees and immigrants. In addition, she serves on the boards of Immanuel Health Systems, Non-Profit Association of the Midlands, Children and Family Coalition of Nebraska, and the legislature's Children's Behavioral Health Task Force. LFS Community Services staff serves on the boards or task forces of the following organizations: Multicultural Coalition Board of Directors, Lexington Advisory Committee, New American Taskforce, Refugee Taskforce, Cultural Competency Taskforce, Center for Transcultural Learning Advisory Board and the Omaha Women's Fund Board.

SUCCESS IN SECURING COMMUNITY SUPPORT--COLLABORATION:

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Because of LFS' reputation as a statewide faith-based agency with a solid infrastructure and extensive experience, community leaders often approach LFS for assistance in identifying needs, facilitating the development of planning groups and bringing stakeholders together. In Omaha, LFS works with Child Saving Institute and Adoption Links Worldwide to recruit adoptive homes for children with special needs. In 2010, LFS will co-locate with the Urban League of Nebraska in Omaha to address the needs of the area with the highest number of disadvantaged families. In Lincoln, Omaha and the rural areas of Southeast Nebraska LFS works with partner agencies to move individuals with serious mental illness from state institutions into community settings. Some of those partner agencies are Regional Behavioral Health, Community Alliance, Catholic Charities, Alegend Health Systems, and Lancaster County Mental Health Center. In Lexington, a rural community challenged by the influx of immigrants seeking jobs in a local packing plant, the faith community approached LFS to assist in their efforts with immigrants. The Welcome Center's collaborating entities include churches, city council, Tyson Foods, Tri-County Hospital, Lexington Public Schools, and local businesses. In Grand Island, LFS works with the Multi-Cultural Coalition, GI public schools, law enforcement, city government and human service agencies. Through At Ease, a trauma treatment and therapeutic support program for active military, veterans and their loved ones, LFS has developed collaborations with the VA Hospital, Offutt Air Force Base Counseling Center, Chaplains, homeless shelters and behavioral health Urgent Care providers.

Churches are significant partners in LFS collaborative efforts. There are 525 Lutheran congregations in Nebraska. In 2008, 149 Lutheran congregations donated cash contributions to LFS. LFS also partners with Catholic Charities, Justice for Our Neighbor (Methodists), the Central Nebraska Presbytery, the Karen community and Jewish Family Services.

Community involvement of staff includes: Refugee Task Force, United Way Community Vision Council, Domestic Violence Community Response Team, Omaha Police Department, Lincoln Homeless

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Coalition, Lincoln County Community Development Board, Cornhusker Place Respite Committee, Nebraska Association of Adoption Agencies, Lutheran Adoption Network, Behavioral Health Coalition, Heartland Crisis Intervention Team, Governor's Task Force for the Safety and Protection of Children, Non-Profit Association of the Midlands, Voices for Children, Children and Families Coalition of Nebraska, and Community Corrections Task Force.

LOCAL FINANCIAL AND IN-KIND CONTRIBUTIONS:

The LFS Development Department educates individual and organizational donors about LFS programs. The strong emphasis on obtaining local support resulted in growth of in-kind support from \$33,000 in 2001 to \$184,193 in 2008. LFS receives support from 7 Nebraska United Ways, both urban and rural. In 2009, that support totaled \$606,545. In 2008, a Wicker & Wine basket auction raised \$60,000; a donor sponsored Light the Way dinner raised \$100,055. In 2009, Global Voices Evening, an event raising funds for refugee and immigrant services, raised over \$25,000. In 2009, 700,000 was raised for the North Omaha center for Healthy Families from private contributions in the Omaha Metro Area

WIDE RANGE OF COMMUNITY STAKEHOLDERS:

In the last few years LFS has diversified and expanded its programming and the involvement of its stakeholders. The support has changed and increased as stakeholders have identified the critical needs, economic and educational disparities in North Omaha and LFS has responded with a plan for action. Leaders throughout the African American community are invested and involved in the plan for LFS to implement a Center for Healthy Families in the heart of the most ravaged and destitute area of Omaha. LFS is aware of the further problems of this area through their interaction with the refugee and immigrant populations who also live here. Significant members of the philanthropic community have committed 700,000 so far and governmental and civic leaders are also involved in this effort. LFS AmeriCorps members will be an integral part of this expansion and diversity of stakeholders. In 2008

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the LFS Board of Directors added four seats on its Board to be filled by persons who are not Lutheran in order to more fully represent the people served.

Cost Effectiveness and Budget Adequacy

COST EFFECTIVENESS--DIVERSE NON-FEDERAL SUPPORT:

Leveraged use of funding from state and foundation grants, donations and fundraising events has allowed LFS to strengthen and expand program services and increase options for program sustainability. A portion of the following funding sources provide in-kind support to our AmeriCorps program: Omaha Community Foundation \$15,000; Amy Scott Foundation \$1,460; Employment First \$228,188; Lexington Advisory Committee \$20,000; Nebraska Commission on Public Advocacy \$150,000; United Way of the Midlands \$165,000; Grand Island United Way \$35,000. LFS will continue to seek funding from a variety of non-federal sources that can be used for match, such as fund-raising events to support programs and solicitation of in-kind contributions from individuals, congregations and community groups. Indirect costs above the CNCS cap of 5.26% are covered through the Agency match /host site fees. LFS will continually look for new partners to foster program growth with a special focus on rural and frontier areas. LFS continues to position itself financially in order to continue to absorb a greater portion of the AmeriCorps total budget.

COST PER MEMBER:

LFS AmeriCorps will operate the 2010-11 year with a Cost per MSY of \$12,999 and a CNCS agency match of 46%. Strong investment and support by non-federal funding sources allows the program to exceed the required 42% agency match, during a time when many programs are requesting a waiver/alternative of matching funds. Through strong fiscal management and oversight by a CPA, the program achieved a low cost per member rate and exceeded match requirements for a program of like maturity. The 2010-11 budget includes the following grantee contributions to the program: (1) a Total Operating Cost coverage of 59%, (2) a Member Cost Support of 31%, and Total Budget coverage of 46%.

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The grant broadens the reach of the LFS AmeriCorps program through expansion to the rural community of South Sioux City, a community with a scarcity of philanthropic resources for refugee and immigrant populations. The program increased the scope of services to underserved populations in Omaha, Lincoln, Grand Island, and Lexington and expanded to respond to the veteran and youth at risk needs identified in Omaha. The program has made these expansions with minimal increase in Federal costs.

BUDGET ADEQUACY

The LFS AmeriCorps program is a multi-service, state-wide design that supports host sites and members of various levels of maturity. The program serves rural communities and traditionally underserved or difficult to serve, refugee, immigrant and minority youth, and veteran and active military populations. The budget sufficiently addresses this program design through adequate personnel expenses, staff and member training, and mileage/travel expenses needed to meet program outputs and outcomes. The LFS AmeriCorps program began as a state formula program supporting 6 members at a single host site in Omaha. The program now supports 36 members at 13 host sites in 5 cities across Nebraska. The budget facilitates program growth, replication and excellence.

Evaluation Summary or Plan

EVALUATION SUMMARY OR PLAN:

The 2008-09 program evaluation examined understanding of AmeriCorps regulations by site supervisors/members and program effectiveness in achieving performance measures. Information from national service pre/post test, orientation attendance, site visit findings and member/host site surveys were collected and analyzed to identify areas of improvement in the program. ServeNebraska site visits found no compliance issues in areas of Member or Fiscal Management. The program reached 100% of performance measures and 76% of members received satisfactory scores on the national service test

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showing increased knowledge of civic responsibility and service regulations. 83% of members reported satisfactory training and 96% reported satisfactory levels of supervision needed to needed to reach outcomes. Results will be used to identify program strengths and weaknesses.

Amendment Justification

N/A

Clarification Summary

Clarification Response FY11

Start Date and Enrollment Period:

LFS AmeriCorps desires a September 1, 2011 start date for program and member enrollment. This start date is compliant with the ServeNebraska preferred start and does not overlap with the current grant period.

Criminal History Checks:

Criminal history checks are completed on all members, employees and 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. The criminal history checks conducted on members, staff and other individuals as described above will include an FBI fingerprint check in addition to the state registry check and NSOPR for anyone with recurring access to vulnerable populations.

Budget Clarification:

Occupancy charges are shown as a budget line item because they are not included in the organization's indirect rate agreement.

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Clarification Response FY10

-Explain the roles and activities of the two Ed Award Only slots.

As stated in the proposal (under Activities and Member Roles), "The program is requesting two education award only positions available to graduate level students who can bring specialized knowledge in post-traumatic stress disorder, mental/behavioral health, early childhood development or other support areas for disadvantaged populations in Nebraska." This knowledge would allow these members to participate in the At Ease and Center for Healthy Families programs mentioned in the proposal. The At Ease AmeriCorps member activities will include developing a core group of competent and skilled volunteers. There will be two groups of volunteers in the At Ease Program. In the Away From Home Group, the AmeriCorps member will engage the community and seek volunteers to assist the families while their loved one is deployed. These volunteers will help these families as mentors and service providers while their loved one is absent and then can help ease the transition of the military person back home. AmeriCorps members will be searching for volunteers with the following skills sets: financial management, mechanics, household repairs, medical case management, social service benefit management, childcare, coaching and teaching. The second group of volunteers the AmeriCorps member will be recruiting are veterans that have experience and knowledge of each of the branches of the military. These peer supports will help the military member with the transition from active duty to home. These volunteers will have a great impact on the military member and support the family. Special emphasis will be on the service member with PTSD and/or their loved one with secondary symptoms of PTSD. These volunteers will assist the whole family by developing a strong social network for these heroes. This group of volunteers will encourage the use of VA benefits, help complete paperwork, lead support groups, provide transportation to services, assist with financial planning, offer educational/classroom assistance, locate medical/psychiatric resources and personally mentor the service member in their ongoing recovery from PTSD. For both groups the AmeriCorps member will be responsible for

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recruitment of these volunteers, training, supporting and evaluating the services.

The Center for Healthy Families member activities as stated in the proposal: "AmeriCorps members will recruit community volunteers, many of whom will be residents of the minority community, who can become a guild for the Center to raise community awareness about the needs of young minority at risk families; recruit volunteers to serve at the center; and locate needed program resources. Members will connect with community organizations such as fraternal groups and faith communities regarding services at the Center and recruit volunteers to mentor and support teen mothers and their young children and link them to resources." The Center for Healthy Families program will serve families with children prenatal to age five residing in the service area identified as having the greatest need. The program will target at-risk minority families who struggle in their ability to effectively parent due to numerous obstacles and stressors such as community violence, inadequate income, unstable housing, mental health issues, learning disabilities, teen and single parenting, substance abuse, and domestic violence. The Center for Healthy Families will be a one-stop location for at-risk families that will not only provide education, intervention and prevention services but will also connect families to local community resources that they may utilize to improve their lives. For example, families repeatedly list child care as a major barrier toward their ability to participate in voluntary activities. By providing this service on-site and at no cost, parents are more likely to participate in the programs offered at the Center. The members will recruit community volunteers who will provide free on-site child care available to parents who wish to participate in any of the programs offered at the Center for Healthy Families. Members will create partnerships with agencies, community groups and churches in the North Omaha community to develop a volunteer corps and other support. These partnerships will yield regular donations of time and in-kind items that otherwise would need to be purchased. This will have a positive impact on the budget of the Center for Healthy Families. The members will make requests of community groups to obtain in-kind donations of infant and children items for the Center which will be used to

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incentivize at risk parents so they will participate in programs and other healthy behaviors.

-Explain the difference in member roles among the various slot types.

Specific duties or activities are not assigned to members based on slot type. Slot types for specific members are at the discretion of the host sites based on their particular community needs. Host sites are required to conduct a capacity evaluation to determine their ability to support members and through that evaluation, and discussion with their primary population, determine the needs of their organization. These needs and the overall capacity of the organization are then communicated back to the AmeriCorps Supervisor. The AmeriCorps Supervisor works with the host sites to most effectively meet their needs and collaborates with their target population to create the member roles and activities, regardless of the type of member allotted (full-time, half-time, quarter-time, and education award only). Member roles are distinct and individualized with no two members performing exactly the same tasks for different pay or benefit.

-Describe how many members will serve at each site and in what slot type.

At Ease- one half-time position, one Ed award only position;

Building Bright Futures- one half-time position, two quarter-time positions, three full-time positions;

Catholic Charities- two half-time positions, two full-time positions;

Center for Healthy Families- one half-time position, one Ed award only position;

International Center for the Heartland- five full-time positions;

Lutheran Refugee Services- six full-time positions, three half-time positions;

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Bi-lingual/bi-cultural- one half-time position;

Center for People in Need- two full-time positions;

Lincoln Action Program- two full-time positions;

Rural Nebraska- three full-time positions.

-Explain whether every member will recruit volunteers or if that activity is limited to certain roles.

Every member will be involved in recruiting volunteers. The primary activity for some members will be volunteer recruitment, whereas other members will recruit volunteers to a lesser extent depending on the needs of the site. All members will contribute towards the performance measure of recruiting 575 volunteers to provide 3,450 hours of service.

-Address directly how the targeted community is involved in planning and implementation of the proposed program.

The LFS AmeriCorps program has multiple targeted populations and engaged each in different ways to establish the needs of the communities and the most effective way to serve those needs. Refugee and immigrant needs were targeted due to the initial work of AmeriCorps members in 2001 who conducted a needs assessment in the community and contacted community organizations and members. Since that time, in response to major secondary migrant growth in rural and urban areas of Nebraska, community meetings involving these targeted populations were held to establish the priority needs of these new arrivals. Based on these meetings, three (3) AmeriCorps members were added to rural areas to target the populations that expressed the greatest needs.

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Monthly committee and Task Force meetings are held with the refugee and immigrant populations to assure that services continue to meet their needs and that no gaps have evolved in the community. Ongoing informal meetings with refugee leaders in the community occur regularly with designated staff to determine areas of high priority and concern. Member roles are then defined by these meetings.

The needs of minority youth in poverty were established by studying current data in specific areas of the Omaha metropolitan area. These studies concluded a high risk area existed in the northern part of the city and Lutheran Family Services of Nebraska located their Center for Healthy Families in the center of this area to target the populations most in need. Since identifying the area most in need community leaders, service organizations, churches and other community groups have been involved in defining the needs of the population and the most necessary services. In addition a partnering organization named Building Bright Futures conducted ample research studies and community forums regarding this section of the community and determined that pregnant or parenting teenagers were the most at risk and needed the most services. The Center for Healthy Families has committed to serve 80% pregnant or parenting teens in the first year of operation in order to address this need.

The needs of veterans and military families are at their highest during an ongoing conflict. Lutheran Family Services of Nebraska has worked with local stakeholders, including the Nebraska Military Support Coalition, to determine the gaps in service for local active military, veterans and their loved ones. At Ease was created in response to the need for more complete and targeted therapeutic services to address the issue of Post Traumatic Stress Disorder in service members and their families. While working with these individuals through therapy and counseling, further needs of the families were discovered. The At Ease Program Supervisor identified a need for mentor families based on her interaction with the service members and their families on a regular basis. In addition, the At Ease

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Program Supervisor participates in the Nebraska Inter Service Family Assistance Committee which brings together all local branches of the armed services as well as the local governmental bodies and service agencies that offer services for military members and their families. These quarterly meetings help to address the gaps that exist for these populations and help shape the development of the program.

-Explain how and why members provide translation services to other programs.

The LFS AmeriCorps program intentionally recruits members from the populations served to better meet their needs. These members have specific language skills that can assist with program services for these populations. Translation and interpretation services are used to meet specific client needs during case management including referrals to local resources and other program services. These services are critical to the overall comprehensive level of services for clients who struggle with language barriers.

-Define roles of the staff in relation to supporting the program.

Staff members included in the AmeriCorps budget are the Program Director, AmeriCorps Supervisor, Program Assistant, Office Assistant, and Site Supervisors. The Program Director provides supervision to the AmeriCorps Supervisor, assists in grant writing, oversees budget, and participates in host site recruitment and development. The AmeriCorps Supervisor provides member supervision, assists in grant writing, oversees program reporting and compliance, tracks member service hours, administers member benefits, verifies program revenue and expenses and facilitates member training and reflection sessions. The Program Assistant provides member and Office Assistant supervision, assists with budget

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development and grant writing, oversees staff development and training opportunities and assists with host site development. The Office Assistant is responsible for in-kind reporting, general administrative support, secretarial services and program billing. Site Supervisors are responsible for daily supervision of members, member training and orientation to host site, and program reporting.

Budget Clarification Response FY10

-Provide descriptions of all staff on budget to include the role of staff in program operation.

Staff members included in the AmeriCorps budget are the Program Director, AmeriCorps Supervisor, Program Assistant, Office Assistant, and Site Supervisors. The Program Director provides supervision to the AmeriCorps Supervisor, assists in grant writing, oversees budget, and participates in host site recruitment and development. The AmeriCorps Supervisor provides member supervision, assists in grant writing, oversees program reporting and compliance, tracks member service hours, administers member benefits, verifies program revenue and expenses and facilitates member training and reflection sessions. The Program Assistant provides member and Office Assistant supervision, assists with budget development and grant writing, oversees staff development and training opportunities and assists with host site development. The Office Assistant is responsible for in-kind reporting, general administrative support, secretarial services and program billing. Site Supervisors are responsible for daily supervision of members, member training and orientation to host site, and program reporting.

-Identify the employee benefits listed at 16% of wages.

The employee benefits included in the 16% of wages are health insurance, dental insurance, retirement,

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disability, life insurance and workers compensation.

-Explain member and staff travel and provide cost basis breakdown.

Staff travel includes 363 miles for 10 supervisors at .40 per mile. This covers supervisor travel to Omaha for orientation and program training from host sites in Bellevue, Omaha, Lincoln, Grand Island, Lexington and Sioux City. This also covers staff travel for monitoring visits to each host site.

-Remove reference to staff travel in member travel section.

Member travel includes 70 miles for 36 members at .40 per mile This covers the cost of 36 members traveling to Omaha for two member trainings from Bellevue, Omaha, Lincoln, Grand Island, Lexington and Sioux City. No staff travel is included in this line item.

-Explain the costs listed in Equipment section and justification for costs. Provide a justification for why costs are reasonable, necessary, allowable and allocable to the grant.

Costs included in the Equipment section are Maintenance/Lease for copy machine, printers, computers, and paper shredder. This is a reasonable, necessary, allowable and allocable cost as these equipment items are critical to the operation of the AmeriCorps program.

-Itemize supplies.

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Office Supplies in kind covers the general office supplies used by members at host sites and reported to program through in-kind reporting. The calculation is \$170 for 29MSY to total \$5,000. Office Supplies includes copy and printer paper, notebooks, file folders, binders, paperclips, staplers, staples, tape, pens and pencils. The calculation is \$90 for 29MSY to total \$2,600.

-Explain the purpose of the volunteer service and how the rate of pay was determined.

Volunteer service of \$30,000 grantee match has been removed from the proposed budget.

-Provide a daily rate of pay for consultant services.

No consultant services are included in the proposed budget.

-Explain what costs for member training cover and what staff training needs are being addressed by the community trainings.

The cost of member training covers the cost for 36 members to attend 2 events at \$17 cost per member. The events are the mid year and year end retreats to provide member reflection, training, and teambuilding. Cost covers materials, food, trainers and facility. The staff training covers a \$60 registration fee for four new site supervisors to attend a supervisor/management training.

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-Explain Human Resources costs and provide justification for how these costs are allowable and allocable to this grant.

Human Resource costs are now included in the grantee share of the indirect cost rate of 16.6% In the first submission the indirect cost rate was capped at 15%. Upon clarification of allowable indirect cost rate, the rate was altered to reflect the full 16.6% that is approved for Lutheran Family Services through the indirect cost agreement that is attached.

-Itemize rent, utilities, phone, program printing, volunteer recognition charges separately.

Other program expenses are now itemized.

Occupancy of \$17,700 covers 12 months of charges at \$1,475 per month. Occupancy includes rent, utilities and janitorial services. Occupancy in kind of \$7,000 includes 12 months of rent at \$20 per month for 29 MSY. This includes in kind rent, utilities and janitorial services reported to the program from host sites through in kind reporting. Phone charge of \$750 includes 12 months of phone service at \$62.50 per month. This includes phone charges for local, long distance and conference calls. Printing of \$250 annually covers program brochure, recruitment signs and program staff business cards.

-Explain the continuous quality improvement costs.

Continuous Quality Improvement is responsible for the internal program evaluation. The cost of this evaluation is included in the grantee share of the 16.6% indirect cost rate. In the first submission the

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indirect cost rate was capped at 15%. Upon clarification of allowable indirect cost rate, the rate was altered to reflect the full 16.6% that is approved for Lutheran Family Services through the indirect cost agreement that is attached.

-Itemize background checks, recruitment costs (specified), and orientation costs separately. Move orientation costs to the appropriate section of the budget (member training or travel).

Background checks and general human resource costs are included in the grantee share of the 16.6% indirect cost rate. In the first submission the indirect cost rate was capped at 15%. Upon clarification of allowable indirect cost rate, the rate was altered to reflect the full 16.6% that is approved for Lutheran Family Services through the indirect cost agreement that is attached.

-Itemize payroll, budgeting, fiscal reporting separately and specify what the costs are actually for.

General accounting functions are covered in the grantee share of the 16.6% indirect cost rate. In the first submission the indirect cost rate was capped at 15%. Upon clarification of allowable indirect cost rate, the rate was altered to reflect the full 16.6% that is approved for Lutheran Family Services through the indirect cost agreement that is attached.

-The budgeted match does not support the current request. Please clarify. Explain how the program documents the in-kind match from sites, \$31,248 for 6 Supervisors.

Narratives

The in kind match for supervision is calculated at 10 supervisors with an average salary of \$31,248 allocating 10% of time to AmeriCorps. This is documented through host site in kind reporting.

-Explain how the maintenance lease is an applicable AmeriCorps cost (is this office space) and provide full calculations for this cost.

Again, the Maintenance/Lease is for copy machine, printers, computers, shredder. This is a reasonable, necessary, allowable and allocable cost as these equipment items are critical to the operation of the program. Cost is calculated at \$8,700 to cover \$725 for 12 months.

-Explain why office supplies are calculated at 37 people. Also, clarify how the program documents the in-kind match for supplies for members who are off-site.

Again, office Supplies in kind covers the general office supplies used by members at host sites and reported to program through in-kind reporting. Originally this was calculated for 37 people (36 members and 1 staff) but now has been adjusted to reflect MSY. The calculation is now \$170 for 29MSY to total \$5,000. Office Supplies includes copy and printer paper, notebooks, file folders, binders, paperclips, staplers, staples, tape, pens and pencils. The calculation is \$90 for 29MSY to total \$2,600.

-In-Kind Volunteer Services are not allowable as match. Please delete \$30,000 as match or provide full clarification within the narrative.

Narratives

Again, volunteer service of \$30,000 grantee match has been removed from the proposed budget.

-Staff travel - Applicant needs to provide calculations to support costs as match.

Again, staff travel includes 363 miles for 10 supervisors at .40 per mile. This covers supervisor travel to Omaha for orientation and program training from host sites in Bellevue, Omaha, Lincoln, Grand Island, Lexington and Sioux City. This also covers staff travel for monitoring visits to each host site.

-Accounting services at \$16,800 does not seem reasonable. Please justify.

Again, general accounting functions are covered in the grantee share of the 16.6% indirect cost rate. In the first submission the indirect cost rate was capped at 15%. Upon clarification of allowable indirect cost rate, the rate was altered to reflect the full 16.6% that is approved for Lutheran Family Services through the indirect cost agreement that is attached.

-Provide approved indirect cost rate agreement.

Indirect Cost Rate Agreement has been submitted electronically to ServeNebraska. The ICR covers direct Fringe Benefits for all non-program staff offering administrative support to the AmeriCorps program. The ICR does not cover benefits for the direct line program staff, those included in the personnel section of the budget, as those benefits are a direct cash expense to the AmeriCorps program and therefore included as a direct cost in the budget. Internally, LFS uses separate cost centers to track

Narratives

direct and indirect expenses to ensure no crossover of direct and indirect charges. None of the federal funds will be sub-awarded. The ICR was completed in 2004 with no plans to update in the next three years.

Performance Measurement Response FY10

The program has opted into priority areas of Education, Opportunity, and Veterans. MSY charts have been completed for these three areas. The program used a National Performance Measurement for Veterans. The program chose to use an original performance measurement for Opportunity (Job Training) as this is a primary service activity and the program wanted a fully aligned measurement with output, intermediate outcome and end outcome. The National Performance Measurement tracks only output and intermediate outcome. The program has also identified additional original performance measurements to capture data on all member activities.

Clarification Response FY10, Part 2

-Please provide additional clarification about translation services. To what extent are LFS members assisting other AmeriCorps programs with language translation services? It is not acceptable for one AmeriCorps program's members to earn hours toward another program's objectives.

LFS AmeriCorps members are not assisting other AmeriCorps programs with language translation services. LFS members provide translation services based on the needs of their specific clients. The translation needs of the client may involve multiple LFS AmeriCorps host site programs, but do not include any other AmeriCorps programs. All LFS AmeriCorps member hours are earned while working towards LFS AmeriCorps program objectives.

Narratives

-Grant writing is listed among staff duties. Please clarify that staff time for grant writing will not be charged to the grant.

Program Director and Program Assistant are involved in grant writing. Separate accounting cost centers are maintained to track these employee's expenses and assure no grant writing activity occurs during the percentage of time charged to this grant. The AmeriCorps Supervisor is not involved directly in grant writing but only provides program information useful to the grant writing process. No other LFS AmeriCorps program staff are involved in grant writing activities.

Budget Clarification Response FY10, Part 2

-Supplies should be calculated per member, not per MSY. Please revise supply calculation for the proposed 36 members.

Supplies are calculated at \$138 for 36 members to total \$5,000 of in-kind supplies and \$72 for 36 members to total \$2,600 in direct supplies.

-Confirm that all members and staff will receive criminal background checks.

All members and direct program staff included in the budget receive criminal background checks annually. The cost for these checks is covered in the agency indirect cost rate.

-Clarify that documentation of in-kind match from sites (\$31,248 for 6 supervisors) is based on actual

Narratives

salaries, not an average. How is this documented?

Host sites document in-kind match by submitting a monthly in-kind report. This report is based on actual supervisor salaries. The correct calculation is \$31,248 for 10 supervisors not 6 supervisors as stated in the question.

-Clarify how the program documents the in-kind match for supplies for members who are off-site.

Host sites document in-kind match of supplies by submitting a monthly in-kind report.

Performance Measurement Response FY10, Part 2

-Please clarify which performance measure is intended to be the aligned measure for your primary service activity.

The primary Issue Area is Education. The Service Category is Other Education and the aligned Performance Measure is Job Training.

-The targets for outputs and outcomes in the veterans performance measurement do not seem ambitious for 1 MSY. Please explain.

The At Ease Program (veteran service) is in initial stage of operation and the 1 MSY will be tasked with the identification and assessment of needs for 20 military families. The 1 MSY will also recruit and

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match volunteer mentors for those families and achieve a 90% success rate with the mentoring of those families. We believe this to be an aggressive goal that matches the current infrastructure of the program. The 1 MSY will be tasked with a large amount of community education during this first year of AmeriCorps service as this is a new service in the community. Performance measure targets will be adjusted in years two and three as the program matures and is able to handle higher volumes of military families.

Continuation Changes

YEAR 2

LFS AmeriCorps has quickly and effectively adapted to meet the changing needs of Nebraska's underserved populations, to the point that its service model was recognized in 2010 by America's Service Commissions (ASC) and Innovations in Civic Participation (ICP) as one of the top 52 most innovative national service programs in the United States. LFS AmeriCorps was recognized by ASC for its ability to take an asset-based community development approach to service and apply it to the diverse team of members and host sites, explained in more detail in the original grant draft.

In 2010, LFS AmeriCorps also partnered with Lutheran Family Services' At Ease program to address a new need among Nebraska's military population. The At Ease Program provides confidential, individualized counseling services for active military personnel, veterans and their loved ones who may be grappling with trauma, post-traumatic stress disorder, or the stresses of a family member's deployment. LFS AmeriCorps was recognized by Education Northwest for its innovative use of AmeriCorps members to provide mentoring and support services to these clients. In September to December of 2010, LFS AmeriCorps served 28 active military, veterans and their families.

LFS AmeriCorps also recently placed members in the North Omaha Center for Healthy Families, an LFS initiative designed to provide human care service to low-income and at-risk families with young

Narratives

children. AmeriCorps members will recruit volunteers who can become a guild for the Center to raise community awareness about the needs of young minority at-risk families and locate needed resources. Members will educate community organizations and faith communities on services at the Center and recruit volunteers to mentor and support teen mothers and their young children and link them to resources (i.e. increase enrollment of children that are eligible for SCHIP).

Changes in Host Sites:

An adaptable program model also means evolving host site partnerships. Changes for the 2011-12 year include:

Juan Diego Center: Catholic Charities' Juan Diego Center had been a host site for four years, offering immigration legal services to the South Omaha community. The site reached a level of sustainability that afforded the opportunity to transition AmeriCorps positions into staff positions. As a result, LFS AmeriCorps will not place members for immigration purposes at the Juan Diego Center at this time.

As a result of LFS AmeriCorps work at the Juan Diego Center, Catholic Charities recognized the value of LFS AmeriCorps and has now partnered to have a member in the micro-business program. This member will provide small business and financial education to the Latino community in South Omaha and is effectively a "new" host site, though still located at the Juan Diego Center.

Center for People in Need (CPN): LFS AmeriCorps partnered with CPN for job training programming in the Lincoln area. Having seen the value of AmeriCorps firsthand, CPN applied and received state formula funding to operate an independent AmeriCorps program. As a result, no LFS AmeriCorps members will be placed at CPN in 2011-2012.

Narratives

The transition of both of these host sites was directly due to the success of the LFS AmeriCorps program.

Lincoln Action Program: The organization's name has changed to Community Action Partnership but member roles have not changed.

LFS AmeriCorps expects to add new host sites in the coming year. LFS AmeriCorps is identifying potential host sites with effective ties to the refugee/immigrant population, veterans and active military and their families, and at-risk youth, with an increased focus on the sustainability of the hosting organizations.

The 2011-2012 performance measures have been updated to reflect the changes to host sites and service activities. In 2009-2010 LFS AmeriCorps met or exceeded all performance measures.

In 2009-10 LFS AmeriCorps members recruited 268 volunteers who provided 3,594 hours of service to Nebraska communities. Members assisted 599 individuals with immigration legal services, provided free tax preparation to 115 low-income households and assisted 127 refugees in meeting their education goals.

ENROLLMENT AND RETENTION RATE

In January 2010, LFS AmeriCorps has an enrollment rate of 63% but fully intends to use all slots. LFS AmeriCorps works closely with universities and colleges for member recruitment and expects the spring semester will bring strong member recruitment. LFS has participated in practicum and internship fairs, given classroom presentations and notified career centers and advisors of AmeriCorps positions

Narratives

becoming available in the spring. LFS AmeriCorps also places members in quarter-time positions (450 hours) for summer months only. Those positions will not be recruited until late spring, but LFS expects them to be greatly sought after once recruitment begins.

In 2009, LFS AmeriCorps had a 75% enrollment rate. The program received state formula money to support 18 members in August. In October, the program was awarded supplemental dollars to support an additional 18 members. This staggered funding caused a high number of slot conversions from full time to half time and quarter time. After conversion, the program was left with 47 slots, which was beyond the program's capacity to fill.

Through 10 years of AmeriCorps grant provision, LFS AmeriCorps has learned that enrolling culturally and linguistically competent members is the best way to serve international clients. These members can be difficult to retain in positions because of cultural differences, family obligations, and lack of formal education or workforce experience. LFS AmeriCorps seeks these individuals as members due to their deep understanding of those needing services, their ability to interpret and translate, their connection to the population the program serves and their potential to develop personally. LFS AmeriCorps would benefit greatly, as would the community, if the Corporation for National and Community Service (CNCS) would change the member eligibility requirements to allow individuals with refugee status to participate in national service. CNCS currently requires Legal Permanent Residency (LPR) or US Citizenship for member eligibility. An individual who enters the country with refugee status has been approved by the federal government to be in the United States, has immediate authorization to work, and is not residing under a temporary status. Refugee individuals are looking for education, employment skills, and a way to become an active, self-sufficient member of the community, all benefits AmeriCorps service can provide.

Narratives

LFS AmeriCorps had a retention rate of 63% for 2009. LFS AmeriCorps realizes that the intentional selection of diverse members and host sites can lead to lower enrollment and retention rates. However, LFS AmeriCorps also recognizes the value and potential in these partnerships and applies asset-based community development principles to make each relationship a success. While grass-roots organizations are essential to properly fill the gaps within the communities being served, it is recognized that retention at these sites may be lower than required due to the size of these grass-roots host sites and concurrent lack of resources or capacity.

These small organizations are valuable partners. They are doing important work in the community, such as the Mary Treglia House in South Sioux City, Neb., cited in the original grant as "Rural Nebraska/Grand Island/Lexington/South Sioux City." The Mary Treglia House is serving the Ethiopian and Somali populations in this area with interpretation, access of community services, assistance with gaining employment and other efforts. Programs like the Mary Treglia House bring enthusiasm, direct contact with the community, and cultural and linguistic literacy to the programs, which we find invaluable. But their size offers challenges to retention, because of fiscal and resource limitations. Despite the challenges these small organizations necessarily bring, we believe these collaborations are integral to the program, especially in Nebraska, which has a number of communities with large numbers of immigrant/refugee populations. Our 10-year experience with AmeriCorps has shown that these partnerships with grassroots organizations are especially valuable in establishing a welcomed presence in the immigrant/refugee communities.

Though the retention rates may suffer in the short-term, LFS AmeriCorps is confident that by building the capacity of these smaller organizations through volunteer recruitment, the long-term return on investment in these communities will be beneficial to the grass-roots organizations, the refugees and immigrants served, and the community as a whole. Retention rates will increase as host sites mature

Narratives

and receive more AmeriCorps technical assistance. The goal of a higher retention rate will also be addressed through careful member selection and ongoing member training.

BOARD OF DIRECTORS, ADMINISTRATORS AND STAFF

Shea Fitzekam was recently hired as the new Director of Community Services at LFS. Ms. Fitzekam has practiced immigration law for five years, most recently at her own law firm in Durango, Colorado. She graduated from University of Nebraska-Lincoln and received her Juris Doctorate from Syracuse University College of Law. Ms. Fitzekam will replace Kitcki Carroll in the original grant submission.

Evaluation for 2009-10 submitted to ServeNebraska

BUDGET NARRATIVE

For the 2011-2012 grant year LFS AmeriCorps requested 20 full time, 17 half time, and two quarter time slots. This is a change from 2010-2011 when LFS AmeriCorps was granted 23 full time, nine half-time, two half-time education award only and two quarter-time slots.

The change in the type of slots requested is based on the needs and infrastructure of the host sites. Two education award-only positions were developed for Master's-level social work students with advanced level of skill and knowledge. LFS AmeriCorps had worked with the local university to allow students to combine the hours needed for Master's-level practicum positions with hours needed for AmeriCorps education award-only positions. Due to staff restructuring, LFS AmeriCorps no longer has the credentialed site supervisors required to administer Master's-level practicum. The two education award only positions have been converted to half-time positions receiving living stipends.

LFS AmeriCorps experienced a change in administrative personnel. A new program director was hired

Narratives

and a program assistant position was developed at .5 FTE to assist with member support and technical services.

The cost per Member Service Year (MSY) decreased from \$12,999 in 2010-11 to \$12,366 for 2011-12. LFS AmeriCorps will continue to operate well below the MSY maximum of \$13,300.

The budget increased from \$663,951 in 2010-11 to \$717,474 in 2011-12. The CNCS share decreased from \$376,994 to \$358,605 and the grantee share increased from \$286,958 to \$358,868. LFS AmeriCorps increased the program match from 43% to 50%. This is the required level of match for the LFS AmeriCorps program.

Performance Measures

SAA Characteristics

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

Priority Areas

- Education Healthy Futures
- Selected for National Measure* *Selected for National Measure*
- Environmental Stewardship Veterans and Military Families
- Selected for National Measure* *Selected for National Measure*
- Economic Opportunity Other
- Selected for National Measure* *Selected for National Measure*

Grand Total of all MSYs entered for all Priority Areas 7.53

Service Categories

- Other Education Primary Secondary
- Other Human Needs Primary Secondary

Refugee and Secondary Migrant Services

Service Category: Other Education

Measure Category: Needs and Service Activities

Strategy to Achieve Results

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

Members will assist refugees and secondary migrants in Omaha, Lincoln and rural Nebraska obtain employment and skills needed to achieve self-sufficiency.

Self-Sufficiency is measured by averaging a 3 or higher on a Client Goals Attainment Survey (CGAS).

The CGAS addresses housing, personal safety, health, identification documents, access to services and institutions, English skills, child welfare and employment. CGAS is given during the intake of a client and again after 90 days of participating in services. Members will meet with clients to perform initial CGAS. Members will then focus services on areas of employment. Members will continue to work with clients until goals are obtained and client scores a three or higher on the CGAS, representing self-sufficiency skills.

Results

Result: Output

Members will assist refugees and secondary migrants in Omaha, Lincoln and rural Nebraska who

Result: Output

scored a 0-2 for employment on the initial Client Goal Attainment Survey (CGAS) to increase employability and raise the CGAS employment ranking to 3 or higher.

Indicator: Increased Client Goal Attainment Survey (CGAS) rankings for employment

Target: Refugees and secondary migrants who scored a 0-2 for employment on the initial CGAS.

Secondary migrants are refugees originally resettled in another state but who relocated to Nebraska with no federal or state assistance.

Target Value: 150

Instruments: Client Goal Attainment Survey (CGAS), client database, case files

PM Statement: Members will assist 150 refugees and secondary migrants in Omaha, Lincoln and rural Nebraska who scored a 0-2 for employment on the initial Client Goal Attainment Survey (CGAS). Members will help to increase employability and raise the CGAS employment ranking to 3 or higher to achieve self-sufficiency.

Prev. Yrs. Data

Result: Intermediate Outcome

Members will assist refugees and secondary migrants in Omaha, Lincoln and rural Nebraska obtain employment and skills needed to achieve self-sufficiency.

Indicator: Increased Client Goal Attainment Survey (CGAS) rankings for employment

Target: Refugees and secondary migrants in Omaha, Lincoln and rural Nebraska who scored a 0-2 for employment on the initial CGAS and increased to 3 or higher.

Target Value: 112

Instruments: Client Goal Attainment Survey (CGAS), client database, case files, employment records

PM Statement: Members will assist 112 refugees and secondary migrants in Omaha, Lincoln and rural Nebraska who scored a 0-2 for employment on the initial CGAS and raised the CGAS to 3 or higher to increase employability and obtain employment. It is an aggressive goal to say that 112 of 150 refugees and secondary migrants will receive employment. Unemployment levels are high in Nebraska for all individuals. Our clients have added obstacles of language, lack of work experience in the United States and transportation. Those who are not able to obtain employment will continue with services to reach self-sufficiency in other CGAS focus areas and will work to remove obstacles that will position themselves for employment when the job market improves.

Prev. Yrs. Data

National Performance Measures

Priority Area: Veterans and Military Families

Performance Measure Title: Veteran Family Mentoring

Service Category: Other Human Needs

Strategy to Achieve Results

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

Family mentors will assist military/veteran families with relocation, deployment and return from service needs.

Result: Output

Result.

20 military/veteran families will receive mentor assistance with issues relating to deployment, relocation or return from service.

Indicator: (PRIORITY)V7: Military families receiving services and assistance.

Target : military/veteran families

Target Value: 20

Instruments: case files

PM Statement: 20 military/veteran families will receive mentor assistance with issues relating to deployment, relocation or return from service.

Result: Intermediate Outcome

Result.

Families will report feeling more capable to deal with issues relating to relocation, deployment or return from service.

Indicator: military/veteran families

Target : military/veteran families

Target Value: 18

Instruments: family surveys, case files

PM Statement: 18 families receiving mentoring services will report feeling more capable to deal with issues relating to deployment, relocation or return from service.

Required Documents

Document Name

Status

Evaluation

Sent

Labor Union Concurrence

Not Applicable