

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): 01/25/11	3. DATE RECEIVED BY STATE:	STATE APPLICATION IDENTIFIER:														
2b. APPLICATION ID: 11ND124851	4. DATE RECEIVED BY FEDERAL AGENCY: 01/25/11	FEDERAL IDENTIFIER: 11NDHMN002														
5. APPLICATION INFORMATION																
LEGAL NAME: Minnesota Council on Crime and Justice DUNS NUMBER: 020499885 ADDRESS (give street address, city, state, zip code and county): 822 South 3rd Street Suite 100 Minneapolis MN 55415 - 1260 County: Hennepin	NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes): NAME: Bradley Bourn TELEPHONE NUMBER: (612) 353-3027 FAX NUMBER: (612) 353-3475 INTERNET E-MAIL ADDRESS: bournb@crimeandjustice.org															
6. EMPLOYER IDENTIFICATION NUMBER (EIN): 410798280	7. TYPE OF APPLICANT: 7a. Non-Profit 7b. Community-Based Organization															
8. TYPE OF APPLICATION (Check appropriate box). <input checked="" type="checkbox"/> NEW <input type="checkbox"/> NEW/PREVIOUS GRANTEE <input type="checkbox"/> CONTINUATION <input type="checkbox"/> AMENDMENT If Amendment, enter appropriate letter(s) in box(es): <input type="text"/> <input type="text"/> A. AUGMENTATION B. BUDGET REVISION C. NO COST EXTENSION D. OTHER (specify below):	9. NAME OF FEDERAL AGENCY: Corporation for National and Community Service															
10a. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER: 94.006 10b. TITLE: AmeriCorps National	11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT: Veterans for Veterans' Justice 11.b. CNCS PROGRAM INITIATIVE (IF ANY):															
12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc): The initial priority areas of service are Hennepin County, Minnesota and Rock County, Wisconsin. It can be estimated that approximately 31,000 veterans in Min	13. PROPOSED PROJECT: START DATE: 08/15/11 END DATE: 08/15/14 14. CONGRESSIONAL DISTRICT OF: a.Applicant <input type="text" value="MN 005"/> b.Program <input type="text" value="MN 005"/>															
15. ESTIMATED FUNDING: Year #: <input type="text" value="1"/>	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															
<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;">a. FEDERAL</td> <td style="text-align: right;">\$ 196,581.00</td> </tr> <tr> <td>b. APPLICANT</td> <td style="text-align: right;">\$ 96,257.00</td> </tr> <tr> <td>c. STATE</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>d. LOCAL</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>e. OTHER</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>f. PROGRAM INCOME</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>g. TOTAL</td> <td style="text-align: right;">\$ 292,838.00</td> </tr> </table>	a. FEDERAL	\$ 196,581.00	b. APPLICANT	\$ 96,257.00	c. STATE	\$ 0.00	d. LOCAL	\$ 0.00	e. OTHER	\$ 0.00	f. PROGRAM INCOME	\$ 0.00	g. TOTAL	\$ 292,838.00	17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT? <input type="checkbox"/> YES if "Yes," attach an explanation. <input checked="" type="checkbox"/> NO	
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18. TO THE BEST OF MY KNOWLEDGE AND BELIEF, ALL DATA IN THIS APPLICATION/PREAPPLICATION ARE TRUE AND CORRECT, THE DOCUMENT HAS BEEN DULY AUTHORIZED BY THE GOVERNING BODY OF THE APPLICANT AND THE APPLICANT WILL COMPLY WITH THE ATTACHED ASSURANCES IF THE ASSISTANCE IS AWARDED.																
a. TYPED NAME OF AUTHORIZED REPRESENTATIVE: Bradley Bourn	b. TITLE:	c. TELEPHONE NUMBER: (612) 353-3027														
d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:		e. DATE SIGNED: 05/04/11														

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Executive Summary

The Veterans for Veteran's Justice program is a pilot program to enhance efforts in Minnesota and Wisconsin to overcome systemic barriers in the areas of social justice and economic opportunity veterans experience as a result of involvement with the criminal justice system. Veterans serving in AmeriCorps will give veteran offenders access to alternative sentences, reentry service, job placement, peer mentor opportunities and raise public awareness of veterans' legal issues.

Rationale and Approach

A. PROBLEM

Background, extent and severity of issue:

For most veterans of the United States Armed Forces service is an honor and the experience gained often creates a cornerstone of professional and personal lives. Unfortunately for some veterans there are difficulties readjusting to civilian life and as a society we fail to provide the services they need to live successful lives after their selfless service to our nation.

Challenges faced after service range from a higher rate of unemployment, lack of support networks that existed prior to deployment, and undiagnosed mental illness or chemical dependency issues developed during their tours. Facing these conditions, many veterans head down a road towards involvement with with the criminal justice and correction systems. For some, transitional and treatment services traditionally provided to veterans are not utilized until after a record of conviction and a jail or prison sentenced is connected to the individual. The impacts of these records can forever follow the veteran and further reduce the chances of living a healthy and productive life.

There are significant barriers for people reentering society from incarceration; ranging from difficulty finding stable housing and career opportunities, negative social stigmas, diminished personal support

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networks and generally less access to community resources. These challenges are often exacerbated in part due to the unique circumstances veterans have experienced while serving their country or after returning home.

The unemployment rate for non-offender Iraq and Afghanistan era veterans in 2010 has reached as high as 21%, more than double the unemployment rate for civilians. The collateral impacts of having a criminal record can further burden a veteran. For example, there are more than 200 collateral sanctions or state barriers to government and state licensed jobs. Additionally, a recent study by the Society of Human Resources Management shows that 73% of employers conduct criminal background check on all applicants. Many of these background checks are conducted prior to an offer of employment or even consideration for an interview. The same study found that only 3% of employers surveyed would not be negatively influenced by the presence of nonviolent misdemeanor; only 37% of employers would not be negatively influenced by the presence of an arrest record where no charges or convictions occurred.

In addition to general barriers to reentry, the veteran culture and the value society places on military service can make utilizing transitional services more difficult. Veterans are strong survivors and have been exposed to traumatic experiences yet society places a negative stigma on disorders like Post-Traumatic Stress Syndrome which encourages vets to hide symptoms or self-medicate. The fact that military service is highly politicized can also have an impact on veterans. It can make it difficult for civilian service providers to be accepting or relate to a veteran's personal situation further alienating the person in need. Like civilians seeking reentry or transition services, veterans seek acceptance, an environment where they are not judged by those helping them and people who can relate to their personal experiences. The uniqueness of military cultures and experiences can make finding this

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difficult for a veteran and can result in a decreased likelihood of success.

Various systemic barriers to reentry make it especially challenging for veterans who are dedicated to reentering society and can increase the likelihood to recidivate. The Bureau of Justice Statistics reports a national 3-year recidivism rate of around 51%. Given this, it is likely that many veterans will spend a lifetime in and out of prison after service to their country without access to treatment, reentry services, and support.

Target Community:

The program proposes working with U.S. veteran populations who are charged with a criminal offense or are reentering society after a jail or prison sentence. The initial priority areas of service are Hennepin County, Minnesota and Rock County, Wisconsin. These communities were chosen because of their court systems' initial efforts to provide alternatives to jail time and criminal records to veterans who may be suffering from negative impacts of previous military service. Hennepin and Rock Counties are among the first handful of counties in the nation to begin providing specialty diversionary Veterans' Courts. The purpose of these Veterans Courts is to address the underlying reasons an individual is before the court instead of simply doling out a punitive sentence. The targeted population for Veterans Court consists of defendants who have served in the United States Armed Forces who are experiencing treatable behavioral and chemical health issues. Both of these courts began in 2010 but have already experienced initial success. The program will work to supplement restorative justice and mentoring opportunities for defendants in the courts and provide reentry services for currently incarcerated veterans. As success is demonstrated, the program would seek to expand operations to assist other communities in establishing veteran courts and reentry services for vets.

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It is difficult to determine the number of veterans involved in the criminal justice system as disclosing veteran status has been voluntary until recently. Extrapolating information from the quantifiable data available shows that there is a significant veteran population in both states involved with the correction system. According to the National Institute of Corrections, there are 232,327 individuals in prison or under correctional control in Minnesota and Wisconsin. Additionally, the States have a collective capacity to house another 26,484 inmates in local jails. The United States Department of Justice estimates that approximately 12% of the nation's prison and jail population are veterans of the armed forces. Assuming that this percentage is similar to all individuals under correctional control, it can be estimated that approximately 31,000 veterans in both states currently have some involvement with the correctional system. Thousands more may have records from previous involvement and therefore may also benefit from this program.

Why this issue was chosen:

Shortly after the war in Vietnam, approximately 21% of all incarcerated individuals in the United States were veterans; today that number stands around 12%. Between 1985 and 1996 the veteran population in U.S. prisons and jails grew by 46%, while the total population of U.S. veterans decreased by about 1% per year in the same period. There is concern that the number of incarcerated vets will rise sharply now that over 2 million U.S. veterans have served in the wars in Iraq and Afghanistan in the last decade.

Service to veterans through National Service programs was named a priority by Congress and the President in the Edward M. Kennedy Serve America Act. The Minnesota and Wisconsin State Service Commissions state that no work is being done through AmeriCorps programs in either state to serve

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veterans. The Council on Crime and Justice is a recognized leader in Minnesota for providing reentry services and has successfully sponsored a state-wide, multi-site AmeriCorps VISTA reentry program since 2006. Our success providing reentry services and with multi-site National Service programs, Minnesota and Wisconsin's leadership on veteran issues in the legal system, and the ability of AmeriCorps members to alleviate systemic barriers through service form a confluence of effort and expertise that will result in demonstrated improvement for veterans reentering society from the correctional system. As this "next greatest generation" returns home from war, in exchange for their service, a debt of care is owed to ensure that those who are having difficulty readjusting are simply not thrown into our prison system as so many Vietnam era veterans were.

Efforts, Impacts, and challenges to Date:

There has been significant direct and indirect work being done on veterans' justice issues by the Council on Crime and Justice, some state governments, county courts, and various veteran service agencies for some time. The AmeriCorps project will coordinate these efforts on a larger scale, leverage resources to maximize impacts and increase the level of access to service for veterans.

Some significant efforts and impacts to date have included:

The Council on Crime and Justice is a recognized leader at providing reentry services and advocating for systems change on a national scale. In combination with the CCJ's Minnesota Prisoner Reentry Project, Gaining Access to Useful and Gainful Employment (GAUGE) Program, and the Minnesota Justice Forum, The Council on Crime and Justice has stood out as a leader in helping people overcome the barriers of reentry. Highlight's of CCJ's work in these programs include:

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The Minnesota Prisoner Reentry Project:

A state wide AmeriCorps VISTA program sponsored by the Council on Crime and Justice. Since 2006, 80 VISTAs have worked in non-profits and correctional facilities across Minnesota to create and enhance programs to place ex-offenders in stable jobs and housing. To date, the Reentry Project has placed 309 clients in jobs, recruited 962 volunteers to help develop job skills of ex-offenders, and have provided education to over 1400 employers and housing providers about the merits and incentives of giving opportunities to ex-offenders.

GAUGE:

Criminal Records and Employment seminars to employers and job counselors across Minnesota regarding hiring job applicants with criminal records. We discuss how to obtain and understand a criminal background study and how to safely hire a former offender while avoiding both negligent hiring lawsuits and employment discrimination claims.

Minnesota Justice Forum:

Convened by the Council on Crime and Justice every year and brings together policy makers and community leaders to strengthen efforts to create community-wide approaches to criminal justice reform. Minnesotans of all stripes have recognized the need to improve the ability of individuals with criminal records to gain employment in order to successfully reenter society. This is based upon public safety and cost-effectiveness, as well as a belief in redemption for those who have paid their debt to society.

System and Legislative Changes:

Recently several systemic changes have been enacted in states that recognize that there is a benefit to treating veterans who may be involved in the criminal justice system due in part to conditions resulting from their military service.

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Legislation: In 2008, Minnesota passed one of the first laws in the nation requiring law enforcement and the courts to identify an individual's veteran status and requiring courts to consider alternative options to jail time when sentencing veterans. This legislation has been successful in its initial phases through ensuring veterans have access to treatment when needed and has greatly helped to identify veterans in the legal system.

Specialty Courts: a few communities across the nation have developed specialty Veterans' Courts designed to hold veterans accountable for their transgressions but also address their underlying needs to overcome barriers to a healthy life. Defendants before these specialty courts are held to a strict schedule of court appearances, treatment, case management, and possibly jail time. These courts have emerged as grassroots efforts from leaders in the legal and veterans communities and have been met with great success despite the lack of resources. Hennepin County, for example, anticipated serving 50 veterans in 2010 and surpassed this in a few months. Early results are showing that vets "graduating" from the court are experiencing a 100% success rate.

Challenges we are seeking to help overcome through this program:

Lack of resources for new programs: New programs such as Veterans' Courts have been developed as a grass roots response to an unmet need without supporting resources. Hennepin County, for example, has not received additional funding to implement their Veterans' Court. Instead it is managed by current resources. Tremendous success of the Veterans' Court in Hennepin County has placed pressure on the system through increased demand. Estimated service capacity in Hennepin County was 50 clients per year but the need is much higher. Veterans' Courts in Rock County, Eau

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Claire, and LaCrosse Wisconsin will experience similar needs and service levels as their systems become more developed.

Lack of veteran to veteran service/volunteer coordination: There is a need for veterans who volunteer their time as mentors, volunteers, and service providers to other vets. Professionals and advocates in the field believe that there is more "buy in" among veterans in diversionary courts and programs when the support networks in these programs consists of volunteers and other stakeholders who have shared a similar life experience as the offender.

Recent system changes are not as helpful to veterans already incarcerated or transitioning out of incarceration:

While recent state laws to identify veterans and encourage treatment over incarceration is showing success in states like Minnesota, Wisconsin, Illinois, Nevada, Texas, and New York, there is still a need for the approximately 200,000 veterans across the nation that are already incarcerated. States are now beginning to pilot reentry programs geared specifically towards meeting the needs of veterans transitioning out of incarceration.

An example of an unmet and disproportionate need for reentry and recidivism reduction support for veterans is in the area of sexual offenses. According to the Bureau of Justice Statistics, incarcerated veterans are approximately two times more likely to be convicted of a sexual offense than incarcerated non-veterans. The Minnesota Department of Corrections has a successful restorative justice pilot project called the Minnesota Circles of Support and Accountability. It supports people transitioning out of incarceration for a sexual offense as they reenter the community and lead responsible productive and accountable lives. The Minnesota Department of Corrections is interested expand this successful

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pilot program to work specifically with vets but currently lacks the resources.

B. SOLUTION

We are proposing establishing a pilot AmeriCorps Program to supplement the currently under supported emerging reentry, restorative justice, and diversionary services offered to veterans in communities. The Council on Crime and Justice's Veterans for Veteran's Justice Program requests an initial grant in the amount of \$213,230.00 for the support and placement of 10 full-time and 10 half-time AmeriCorps service slots for 2011 to begin work in Minnesota and Wisconsin before moving to other communities.

Members will either provide direct service or program enhancement to sites they are placed. The program will prioritize selecting veterans to fill these AmeriCorps positions and will measure success of the program in part by how many veterans take advantage of the opportunity to serve as AmeriCorps members.

As of submission of this application, the Hennepin County Veteran's Court, Rock County Veterans' Court, Minnesota Department of Corrections, the Minnesota Department of Employment and Economic Development and the Madison Veterans' Memorial Hospital have all expressed interest in hosting AmeriCorps members in the following roles:

AmeriCorps Veterans Advocate:

The role of an AmeriCorps Veterans Advocate is to provide direct service to a case load of veterans in or transitioning out of the corrections systems. Veterans Advocates will enhance the services provided by diversionary courts and/or service agencies through organizing resources for the individual

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veterans assigned to them. Depending on the service site, work may include:

- Helping veterans navigate the legal and social service systems to ensure their basic needs are met.

- Providing job development skills

- Procuring stable resources for overcoming housing, employment, transportation and other barriers

- Advocating to employers and housing providers the benefits of working with formerly incarcerated veterans

- Providing ongoing personal mentorship to assigned veterans

- Recruiting veteran volunteers to serve as peer mentors for veterans receiving services in one-on-one or group settings

- Organizing and facilitating restorative justice opportunities and group support circles for veterans

- Helping veterans navigate the process for restoration of VA benefits after incarceration

- Monitor recidivism indicators of clients in programs to measure impacts of service.

AmeriCorps Veteran Community Development Liaison:

This position will work to build sustainable practices and procure resources to help the program and

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partnering organizations to expand their services, increase their visibility and continue providing services after the expiration of the AmeriCorps grant. Depending on the service site, work will include:

- Connecting with communities across Minnesota and Wisconsin to educate them about veteran resources available

- Cultivating community partners and sustainable outside funding sources for programs serving veterans

- Organizing and recruit volunteers to supplement services of Veterans' Courts and other vet service organizations

- Assisting outside communities with the establishment of Veterans' Courts and other veteran service opportunities

C. AMERICORPS MEMBER SELECTION, TRAINING, and SUPERVISION

Member selection- Veterans in service:

We will target our recruitment efforts towards veterans of the Armed Forces. While civilian non-veterans will not be prohibited from service, vets serving as AmeriCorps members have the ability to be successful providing direct service to veterans because of their shared experiences and familiarity with military culture. An indicator of success for this will be to have at-least 50% of year one full-time service slots filled by veterans and increase this veteran service percentage each of the 3 years.

The program will build recruiting relationships with regional National Guard and Army Reserve units

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to recruit current soldiers and those moving to inactive service status to serve as full-time AmeriCorps members. Service in AmeriCorps National programs are compatible with active military service and we are familiar with policies around service commitments and military requirements. The opportunity to serve as AmeriCorps members will provide a unique service opportunity for currently serving soldiers as well as veterans looking to work in the social and veteran service fields.

We will also recruit veterans to serve as AmeriCorps members will through partnering with the Minnesota State College and University (MNSCU) system. The 32 public MNSCU schools across Minnesota all have military support services departments that veterans and active service members can utilize to find employment opportunities. Given the higher than average unemployment rate for veterans and the number of veterans attending MNSCU schools through the benefits of the GI bill, connecting with these departments and similar organizations in Wisconsin colleges should provide an ample recruiting pool to fill our first year member slots.

In addition to our targeted recruitment efforts, individual sites will have an active role in recruiting members and will utilize traditional recruitment strategies which include recruitment of successful program graduates and using regional non-profit job posting websites, career fairs, and workforce development centers to notify the community of the opportunity to serve.

Ensuring a Diverse Member Corps:

By recruiting veterans, it is likely that we will achieve a Corps demographic that is more diverse than currently serving members. Minnesota, for example, has a relatively homogeneous group of Corps members whose demographics are significantly different from the general population of our community.

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Of the 1,174 AmeriCorps members currently serving in Minnesota, 787 identified as "White." The next largest group of respondents identified as "Black or African American," at 46 members. Collectively only 137 members identified as a demographic other than white and another 250 members chose not to respond. Of those who responded to the racial demographic question, white members outnumbered members of color by 5.75 to 1 or only 14.8% of members identified as people of color. Similarly, 884 of members identified as "female" outnumbering the 171 members who identified as "male" by 5.17 to 1. Non-respondents to this question totaled 119.

The demographics of veterans and reservists who are targeted for recruitment are significantly different than the demographics of currently serving AmeriCorps members. The Department of Defense estimates that only between 14-18% of all selected reserve and active duty personnel are female and approximately 30% of active duty personnel are people of color.

The demographic makeup of current AmeriCorps members in our region could be caused by various factors including recruitment models and applicant pools for current AmeriCorps grantees. While the veteran and active service population has a disproportionate number of males, the racial demographics are more proportionate to general population. Recruiting AmeriCorps members from this pool of applicants should provide a diverse contrast and help balance AmeriCorps demographics in our service area that is currently overrepresented by white females.

Member orientation, training and ongoing support:

As a new project, successful orientation, ongoing in-service training, and feedback from members and sites are all keys to the success of the program.

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The program proposes providing approximately 160 hours of orientation training for members.

Approximately 80 hours of AmeriCorps and regional orientation will occur at the Council on Crime and Justice in Minneapolis, Minnesota and the balance will be service site specific orientation.

Orientation will be divided into the following phases and facilitated by staff and partners with appropriate expertise.

Initial AmeriCorps Orientation- 30 hours

The format for this orientation will be adopted from best practices already established in pre-service orientations conducted by other AmeriCorps projects that Council on Crime and Justice has relationships with. This phase will cover traditional AmeriCorps training topics including:

- What to expect in a year of service
- How to make ends meet on a living stipend
- Understanding AmeriCorps benefits and terms of service
- An orientation of the surrounding community and service area
- Introduction to key staff and site supervisors
- Team building, self evaluation and diversity trainings/exercises

Project Specific Issue Training- 50 hours

Next, the Council on Crime and Justice will provide project specific training. Members will begin to learn about the social problems we are trying to address. This is a broad overview of related issues that all of the partner service sites are working to overcome. Topics will likely include:

- Culture of military service and working with veterans
- Operation of Veterans' Courts

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- Overview of veterans' benefits

- Sentencing guidelines and collateral impacts of a criminal record

- Case management skills

- Working with clients with mental illness, Post-Traumatic Stress syndrome, and other diagnosed conditions

- Working with clients in correctional facilities and under court supervision

- Talking to potential employers and stakeholders about working with veterans

Site/position Specific Orientation- 80 hours

Members will now report to their service locations. Prior to their arrival, site supervisors and CCJ will have an agreed upon orientation schedule which allows members to transition into their jobs and be welcomed into the organization. Anecdotal experience from previous members has shown that this is a critical time for member success. Unsuccessful member placements often occur because members do not feel welcome at their site or there is not an understanding by employees about the role of AmeriCorps members at their site.

Ongoing training, Corps Days, Service Clusters, Site Visits, Member Evaluation, etc:

A schedule for ongoing training "Corps Days" will be created to address ongoing AmeriCorps and

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project training topics, create opportunities to be civically engaged, reflect on service, and grow professionally and personally after service. Corps Members will come together approximately once every two months for Corps Days at the Council on Crime and Justice. As the program grows geographically and in number, we will form service clusters of nearby sites to facilitate regional Corps Days.

Corps days will also include personal and professional development trainings to help members be prepared for a transition after AmeriCorps. Some of these topics may include:

- Civic engagement trainings and opportunities

- Non-profit governance/management

- Program evaluation

- Service learning projects related to veterans' justice and reentry issues

- Fundraising, volunteer management, and development

- Professional networking and informational interviews

- Life after AmeriCorps, job search skills, resume building, etc

Member Development and Qualitative Experience:

We are committed to providing a quality experience for members. Anecdotal evidence and

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conversations with AmeriCorps State Projects and Alumni have shown that the quality of the "AmeriCorps experience" and personal development opportunities can impact member retention, satisfaction, and success of the program. We've identified three qualitative areas outside of a member's specific role we feel will have a positive impact on their experience in AmeriCorps. Those three areas are connectedness with community, Corps cohesion, and personal growth. We will offer members quality experiences in each category including:

Connectedness to Community: Members in our project will create and implement individualized civic engagement and service learning plans designed to affect a change in the community. Each member will select an area of community concern that is of particular interest to him or her and with support of supervisors and CCJ staff, identify how to become more informed on the issue and how to create an impact or a social change. Corps Day time will be used in part for members to reflect with staff and one another about their experiences over the service year.

In addition to self initiated plans, the Corps will collectively identify and participate in at least 2 service learning projects in their community through the service year. These service learning projects will be related to a veterans' service organization or a veterans' issue of interest to corps members.

Care will be taken to ensure members' civic engagement plans are not in conflict with legal limitations on political activity of members.

Corps Cohesion:

Creating a cohort with members is an important factor in keeping morale and retention rates high.

In addition to group service learning activities outlined above, the program will work to create social

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events and encourage members to be involved in other AmeriCorps team building and bonding opportunities like the Minnesota InterCorps Council, the Martin Luther King Day of Service where National Service members from across the country participate in local service projects in fellowship.

Social and service learning opportunities for members will help create a mutual support network for members and will help strengthen member retention rates and members satisfaction. Additionally, members will have the benefit of having close relationships and networks they are able to utilize as they grow in their professional career after AmeriCorps.

Personal Growth:

We will implement the same personal growth opportunities we currently provide to AmeriCorps VISTAs in our statewide Prisoner Reentry program. Members have a structured process for career exploration that includes a modest stipend for professional development training along with professional mentors and informational interview opportunities with established leaders in fields of interest. These current personal growth options have been well received by AmeriCorps VISTA members since 2006 and have provided them with a unique chance to explore options that they may otherwise not have access to.

Supervision:

Quality site supervision is necessary to the service experience for members and achieving program goals. Site supervisors will be chosen at sites that have knowledge of the program and its goals, have identified knowledge of or experience working with National Service programs, and have a commitment to serve members as an available and accessible supervisor.

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CCJ will require that potential site supervisors be identified in a site's proposal to host a member. A short bio of the potential site supervisor and a phone or in person interview will be conducted with the individual to ensure a good fit for supervision of an AmeriCorps member.

When supervisors are selected, they will go through an orientation. The program will provide online courses and a curriculum using site supervisor resources from the AmeriCorps Campus online curriculum.

During their first year in the role, site supervisors will be closely supported by the CCJ with bi-monthly phone "check-ins," a monthly written report on activities, and between 2-3 site visits per year. Returning site supervisors for the second and third years will have a reduced communication schedule.

Site Visits, Member Evaluation and feedback:

Two-way communication between service sites and the CCJ are key to the success of the project. In addition regular communication between CCJ and service sites, we will develop a policy of visiting service sites at least twice annually for the first three years of the grant to review project goals and give members guidance related to project's goals.

The project will implement a quarterly evaluation plan with members and their site supervisors to ensure guidance and formal feedback for their work. Additionally, Council on Crime and Justice staff will conduct bi-monthly informal "check-ins" for all members during the first year. As the program grows, we will continue this process but divide the responsibilities of these check-ins into clusters as described in an earlier section.

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D. OUTCOMES AND PERFORMANCE MEASURES

Overall change we are trying to effect and how this was determined

The impact of AmeriCorps members will be leveraged in communities where successful efforts for veterans' overcoming barriers in reentry and the corrections system are already happening.

AmeriCorps members will improve direct service to veterans in new service programs that do not have the organizational capacity to meet the current needs of veterans without AmeriCorps resources.

In addition to opting into the Corporation's National Performance Measure Pilot, Our impact and performance measures for the program were developed in part through conversations with Veterans' Courts and other service providers to address common needs of vets involved in the criminal justice system as well as looking at common recidivism indicators as provided by the United States Bureau of Justice Assistance's Center for Program Evaluation.

Specific performance measures are in the "Performance Measure" section of the application.

E. VOLUNTEER GENERATION

Role of volunteers in supporting community needs:

Each of our partners deliver services to veterans through the generous support of volunteers. Partners have expressed a difficulty in recruiting a sufficient quantity of qualified volunteers to meet their needs. Hennepin and Rock County Veterans' Courts and the Minnesota Department of Corrections prefer to recruit veterans to serve as volunteer peer mentors to vets in their programs. While there are similar needs among all of our potential partners, the Veterans' Courts have identified greater challenges in the areas of training, support and retention while the Department of Corrections have had more significant challenges with recruitment. Members will be utilized accordingly in each site to

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meet its unique challenges.

How members will be involved in coordinating/recruiting volunteers:

Members will work with their sites to create and carry out a plan to coordinate and recruit volunteers.

Through using Armed Forces Veterans as AmeriCorps members, we believe we will have greater success in recruiting vets to serve as volunteers in the community. Members will be encouraged to create relationships with nearby National Guard and Army Reserve units, VFWs, Local VAs, and American Legion posts to recruit veterans to serve as volunteers in member supported programs.

Members will be trained in non-profit volunteer management best practices to complement their inherent strengths in recruiting veterans to serve as volunteers. Training will be provided by the Minnesota Association of Volunteer Administration (MAVA), the leading professional organization in Minnesota for developing best practices in the field of volunteer administration.

F. PARTNERSHIPS AND COLLABORATIONS

The Council on Crime and Justice has a 53 year history of working with organizations across Minnesota and the nation to develop new concepts in alternative sanctions, offender services, victims' rights, restorative justice and systems change and are uniquely positioned to successfully sponsor one of the first AmeriCorps veteran service programs in the United States.

CCJ has a reputation of quality that organizations are confident partnering with. Most notably, the Council on Crime and Justice is a founding member of the Minnesota Second Chance Coalition, a partnership of over 50 organizations that advocate for fair and responsible laws, policies, and practices in the legal and correctional systems. The Council also is currently a contracted direct service provider

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with the State of Minnesota to provide services for victims of crime and the Council's Prisoner Reentry VISTA Project partners with dozens of government and non-profit reentry service providers across Minnesota.

Potential partners for the Veterans for Veterans' Justice program include the Hennepin and Rock County Veterans' Courts, the Madison, Veterans' Hospital, Minnesota Department of Corrections and the Minnesota Department of Employment and Economic Development.

How are partners involved in planning and implementing:

A Community Advisory Committee of stakeholders will be created to help steer the strategic direction of the program. Committee members will include program staff, representatives from service sites and key veterans' advocate organizations and individuals in the community. This Community Advisory Committee will meet quarterly to evaluate program goals and outcomes. Following the first year of the program, the committee will take a more active leadership role in the program and help with member recruitment, site selection, organizational development and strategic direction. At the outset of the program there will be more staff members on this Committee and will transition to more community members as more volunteers and stakeholders are identified. To date, potential Advisory Committee members consist of the following program staff and stakeholders:

Brad Bourn, MPNA, Program Director-

As originator of the idea for the Veterans for Veterans' Justice AmeriCorps Program, Bourn will serve as an ex-officio member of the advisory committee in addition to serving as the Program Director.

Bourn holds a Master's Degree in Public Administration and brings firsthand knowledge to the

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program as an AmeriCorps Alumni, former President of the Minnesota AmeriCorps InterCorps Council, and Director of CCJ's Prisoner Reentry AmeriCorps VISTA Program. Outside of his work with the Council, Bourn is an elected Commissioner in the City of Minneapolis and advocates for National Service opportunities for urban youth.

Honorable Judge Alexander-

Judge Alexander is the President of the Council on Crime and Justice. Judge Alexander has served as a District Court Judge in Hennepin County since 1983 and was the presiding judge over the Juvenile Division of the Court. Alexander brings strong relationships and credibility to the program in its initial efforts to help expand Veterans' Court opportunities.

Honorable Judge Daley-

Judge Daley is the presiding judge for the Rock County Veterans' Court and was instrumental in the courts creation and initial success. Other emerging Veterans' Courts in Wisconsin have looked to Daley's model in Rock County.

John Baker, J.D. (United States Marine Corps, Retired)-

Mr. Baker is a well known veterans' advocate in Minnesota and was instrumental in the creation of the Hennepin County Veterans' Court. Mr. Baker was recently a finalist for the position of Commissioner of Veterans' Affairs in Minnesota. In addition to his leadership in establishing the Hennepin County Veterans' Court, Baker has provided invaluable guidance and support for this initial Veterans for Veterans' Justice AmeriCorps Program proposal.

Mark Haase, J.D.-

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Haase is the Vice President of Projects and Operations for the Council on Crime and Justice. Mark has developed and provided numerous trainings and presentations on safely increasing opportunities for people with criminal records to attorneys, policy-makers, business leaders, and the general public. He has successfully lobbied for passage of several Minnesota laws that create safer, stronger, and more just communities by increasing opportunities for adults and juveniles with criminal records.

Prior to joining the Council, Mark was a U.S. Coast Guard Officer and Minnesota National Guard Officer, college student leadership development director with the University YMCA, and sole proprietor of a family law practice that focused on collaborative law.

Emily Baxter, J.D. -

Ms. Baxter is responsible for development and implementation of the Council's public policy agenda, services for individuals with criminal records, and education of employers to promote the hiring of individuals with criminal records.

Prior to her current position, Emily worked at the Council on Crime and Justice as the criminal records attorney through the Prisoner Reentry AmeriCorps VISTA program, where she increased the capacity of communities throughout the state to assist impoverished individuals with criminal records who seek expungements, licensing, and employment. Before joining the Council, Emily worked as an assistant public defender, representing indigent members of the Leech Lake and White Earth Bands of Ojibwe charged in State court.

G. SUSTAINABILITY

After initial support from the Corporation is received, the Council will implement a diverse fundraising

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plan including earned revenue, institutional and individual gift solicitations to meet an increasing cost share not provided by CNCS.

Earned Revenue:

Program sites will be required to pay an administrative fee to help support the 24% match required for the first three years. Estimates to cover this match are approximately \$3,000-\$5,000 per member at each site. Preliminary partners have ability to pay this fee. Sites that host a member beyond the first 3 years of the grant cycle will pay an increased fee to represent the growing cost of the non-CNCS funded portion of the program.

Individual giving:

The program will cultivate major gifts of over \$500 from stakeholders and program allies. From the initial level of passion and interest shown from notable veterans' advocates, judges, attorneys and allies in the community, we believe an attainable goal by the end of the third year of the grant will be to fund approximately 10-15% of the programs operating costs through individual gifts.

Institutional Giving:

After the first year of the program, we plan to pursue funding relationships with regional foundations and veterans' fraternal organizations to cover operating costs. Regional foundations have show that they are more likely to provide matching funds for programming. Corporation funding and successful program outcomes displayed during the first year will increase the likelihood of support from foundations.

Organizational Capability

A. ORGANIZATIONAL BACKGROUND

Narratives

Primary and Secondary Contact:

Brad Bourn, Program Director

Mark Haase, Vice President

Council on Crime and Justice

822 South 3rd Street Suite 100

Minneapolis, MN 55415

(612)353-3000

bournb@crimeandjustice.org

haasem@crimeandjustice.org

Previous experience administering previous AmeriCorps grants:

Since 2006, we have successfully sponsored the Minnesota Prisoner Reentry AmeriCorps VISTA project. This statewide program places approximately 20 AmeriCorps VISTAs annually in non-profit and government organizations working to overcome barriers in finding stable housing, employment and life skill opportunities for individuals transitioning out of the correctional system. TO date, we have sponsored 80 AmeriCorps VISTAs who have:

-Helped place 309 ex-offenders in stable jobs

-Recruited 962 community volunteers to support programs to provide life skills and mentorship to ex-offenders

-Supported over 13,000 hours of volunteer service valued at over \$270,000

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-Solicited \$228,000 in in-kind donations for service sites

-Educated over 1400 employers and housing providers on legal requirements and misconceptions about providing opportunities to ex-offenders.

As a sponsor organization of a statewide VISTA program, the Council on Crime and Justice has a proven track record with AmeriCorps program management including site selection, grant reporting, member recruitment and supervision, as well as selecting effective site supervisors.

The Veterans for Veterans' Justice Program will operate in a similar manner to our current VISTA program and receive a similar level of support. Staff from the Council will provide the programmatic, policy, and fiscal management support needed from the program. The Council will ensure the program is meeting the outcomes set forth in the proposal and manage relationships with members, funders, partner sites and stakeholders.

Type of support received from CNCS in the last 5 years and percentage of total budget:

Since 2006, CNCS has provided \$161,793.80 to the Council on Crime and Justice in a management training and support grant for the sponsorship of a statewide VISTA project. This financial support totals approximately 1.25% of CCJ's organizational budget since 2006.

B. STAFFING

Program leadership and experience

In addition to the roles of the Community Advisory Committee described earlier, the Council on Crime and Justice staff will play the following roles to help support the program:

Narratives

Brad Bourn, MPNA, Project Director-

Brad Bourn will serve as the Project Director and will oversee the day to day operations of the program including, site selection, CNCS reporting, Member recruitment and management, member in-service and supervisor trainings, as well as an advocate and fundraiser for the program.

Bourn has been the primary advocate for the program and has created buy-in from the potential sites and community leaders outlined elsewhere in this proposal.

Brad has firsthand experience and training serving as an effective AmeriCorps program director and implementing operating, financial, and programmatic procedures as outlined in the rest of this proposal. As an AmeriCorps alumni, former President of the AmeriCorps InterCorps Council, and a VISTA program director, he has knowledge of National Service policies and culture needed to make a program successful. Bourn also holds a Master's degree in Public and Non-Profit Administration and a ten year track record in the public and private sectors of managing large teams and projects.

Mark Haase and Emily Baxter- Program Consultants-

Both Haase and Baxter have leadership roles at the Council on Crime and Justice as the Vice President and Director of Public Policy respectively. Both are licensed attorneys and have experience working on advocacy issues for veterans working to overcome the collateral impacts of having a criminal record. Both will play a role of providing indirect support for the program in the form of member in-service training on issues of concern in the program including expungement of criminal records as well as housing and employment issues.

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C. COOPERATION WITH STATE COMMISSIONS

The State Commissions in Minnesota and Wisconsin have been extremely helpful in the preparation of this proposal. Both Commissions are intrigued by the idea and have stated that the proposal would compete well at the National level because of the lack of AmeriCorps programs in either state focused on meeting the needs of veterans as outlined by the Edward Kennedy Serve America Act.

Council staff have had consulting conversations with the Wisconsin State Commission but most of the technical advice for the proposal has been provided by the Minnesota Commission.

D. PROPOSED SERVICE SITES

Currently, the Hennepin County Veterans' Court, Rock County Veterans' Court, the Madison Veterans' Hospital, the Minnesota Department of Corrections and the Minnesota Department of Employment and Economic Development have all shown interest in members at their sites. These are likely service sites but will still be required to compete for members through an open proposal process.

To select service sites, the Council on Crime and Justice will release a request for proposals to veterans' service organizations across Minnesota and Wisconsin in early June of 2010. These proposals will be reviewed and selected by the Community Advisory Committee. We would like to have service sites chosen within approximately 45 days of our initial RFP but will work with CNCS to ensure that our year of service coincides with the majority of currently funded programs in each state.

Requests to host a member will have the following criteria:

- The request clearly articulates the need of the organization and that need is related to the goals of the

Narratives

Veterans for Veterans' Justice Program and those needs of the organization have been developed by the community

-An AmeriCorps Member is an appropriate resource to meet the need of the organization

-An articulate work plan is proposed that has a realistic and measurable impact on the goals of the organization and project

-A clear plan for sustainability after the member's term is complete

- A clear plan for recruitment, support and supervision of members that matches the capacity of the organization

-If Applicable, a track record of success working with and managing National Service Members to meet community needs and provide a fulfilling year of service

Cost Effectiveness and Budget Adequacy

See the preliminary budget presented with the proposal. As of submission, our budget is approximately \$5.00 higher than the cost allowed per MSY but are willing to work with CNCS to determine an appropriate level of support, members or any other suggestions to get this within CNCS guidelines.

While we have the capacity to manage more than 15 total MSYs, as a pilot project, we would like to focus on effectively placing members to maximize impact and be able to address needs as they arise in sites that may never have worked with National Service Programs in the past.

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We anticipate our cost per MSY to drop in year 2 and 3 of the grant as we will be able to accommodate a larger number of members.

Evaluation Summary or Plan

N/A

Amendment Justification

N/A

Clarification Summary

The following are responses to clarification questions from the peer review received on April 25th, 2011:

Budget Clarification Items:

Please make the following changes directly in the application budget in eGrants: For instances where an explanation is requested for a cost not appearing on the budget, please provide this information in the Clarification Summary field.

Clarification Request:

Section B. Please clarify the fringe calculation. Program Director is listed as 75% usage however the fringe calculation is for 90%. Please confirm whether the two additional support staff are included in the fringe rate.

Clarification Response:

The Program Director for the program is a 1.0 FTE at the Council on Crime and Justice. We are anticipating that between 75-90% of the individual's time will be spent managing the program with

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10-25% of the individuals time devoted to other tasks at the Council. To remain competitive in the application process, the Council decided to us a 75% rate for salary.

We are asking CNCS to recognize a .9 FTE rate for fringe benefits understanding that the Council will be paying a larger portion of the salary.

We are not requesting funds from CNCS to cover fringe of the two support employees at this time. Both support employees are only allocated .015 FTE and fringe costs for those employees are covered by other secured funds.

Clarification Request:

Section C. Staff travel for site monitoring does not appear on the budget., Please use the clarification narrative section to explain how these costs will be covered by the program.

Clarification Response:

Approximately 1520 miles will be travelled by the Program Director to visit each Service Cluster (Service Clusters are explained in the member travel clarification) twice per year.

$(1520\text{miles} \times \$0.51/\text{mile}) = \$637.50$ mileage

$\$637.50$ mileage + $\$1390$ incidental (meals for 2 days, hotel for two days, at same rate as staff travel section) = $\$2027.50$ These costs will be covered by other secured funds.

Clarification Request:

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Please provide the basis for the estimation of 5000 miles for member travel.

Clarification Response:

5000 miles of member travel is estimated on the following assumptions: (Please note service locations have not been selected)

A total of 5 required in-service/orientation trainings will occur in Minneapolis, MN

Members will serve in geographic service clusters containing 3-5 members in 1-2 service sites.

Service Cluster 1. (Location TBD-Likely Madison WI and Rock County, WI)

(5 round trips throughout year) x (500 Miles RT to Minneapolis, Carpool 4-5 members) = 2500 miles

Service Cluster 2 (Location TBD-Likely St. Cloud MN, Eau Claire WI, or Rochester, MN)

(5 round trips throughout year) x (200 Miles RT to Minneapolis, Carpool 4-5 members) = 1000 miles

Service Cluster 3 (Location TBD-Likely Hudson WI, Rogers MN, Hastings, MN)

(5 round trips throughout year) x (50 Miles RT to Minneapolis, Carpool 4-5 members) = 250 miles

Service Cluster 4 (Location TBD-Likely Hudson WI, Rogers, MN, Hastings, MN)

(5 round trips throughout year) x (50 Miles RT to Minneapolis, Carpool 4-5 members) = 250 miles

Service Cluster 5 (Location TBD-Minneapolis/Twin Cities and surrounding suburbs)

(5 round trips throughout year) x (10 Miles RT to Minneapolis, Carpool 4-5 members) = 50 miles

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Total travel for 5 required in-service/orientation training= approximate 4050 miles.

The remaining approximate 950 miles will be used to support local approved travel with each site cluster to attend local trainings and meetings.

Note: Service Clusters 3 and 4 are not duplicates. We anticipate placing 2 service clusters within this range of Minneapolis.

Clarification Request:

Section G. Please clarify the calculation for training and include a description of the expenses included for each dollar figure. Orientation and pre-service training are not included, please provide an explanation for how these costs will be covered in the clarification narrative field.

Clarification Response:

Each member will have a "scholarship" fund of \$100 per FT member and \$50 per PT member to cover registrations and training costs for service related training costs not covered as a part of orientation or in-service training. $10\text{FT} \times \$100 = 1000$, $10\text{PT} \times \$50 = \500 . Total= 1500.

Costs to cover orientation and pre-service training have been added to the budget. We anticipate \$18,450 in costs to cover all costs associated with training. This is detailed in the budget worksheet section of egrants. The most significant portion of this cost is covering lodging for 20 members during orientation for two weeks. The Council may try to reduce the amount of pre-service training/orientation to one week to control costs.

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This cost will be covered by site fees charged to host sites. We anticipate charging an "administrative, support and training fee" to host sites of between \$8,000 - \$10,000 for a team of 1 FT and 1 PT AmeriCorps members. This fee will generate between \$80,000-\$100,000 in revenue to cover the cost of Pre-service orientation as well as the revised 33% match proposed by the Council on Crime and Justice. In researching site fees, we have contacted AmeriCorps programs across the Minneapolis area and have found this site fee to be within the range of common site fees charged per MSY. Additional revenue may be generated through financial support of local charitable foundations, individuals and the veterans' community.

Any fees collected in excess of the 33% match required will be placed in a program reserve in anticipation of an increased match requirement in following years.

Clarification Request:

Section I. In the clarification narrative section, please explain how the criminal history checks for staff and members will be covered by the program.

Clarification Response:

Costs to cover orientation and pre-service training have been added to the budget. We anticipate \$1840 or less in costs. This is detailed in the budget worksheet section of egrants.

Criminal background checks will be conducted on members in accordance with CNCS policy. We are waiting on clarification from CNCS if some of our proposed clients who may be suffering from Post-Traumatic Stress Disorder are considered "vulnerable individuals" under CNCS policy.

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If these individuals are considered vulnerable individuals, we anticipate the cost of complying with the FBI background checks required by CNCS in addition to a criminal record search and sex-offender registry search to be approximately \$80 per member and the 3 staff members required to have background checks. If the FBI check is not required, the cost will be approximately \$20 per member and staff.

Please note: The Council on Crime and Justice will give consideration to member applicants with criminal records unless expressly barred from consideration under CNCS policy.

This cost will be covered by site fees charged to host sites. We anticipate charging and administrative, support and training fee to host sites of between \$8,000 - \$10,000 for a team of 1 FT and 1 PT AmeriCorps members. This fee will generate between \$80,000-\$100,000 in revenue to cover the cost of Background checks as well as the revised 33% match proposed by the Council on Crime and Justice. In researching site fees, we have contacted AmeriCorps programs across the Minneapolis area and have found this site fee to be within the range of common site fees charged per MSY. Additional revenue may be generated through financial support of local charitable foundations, individuals and the veterans' community.

Clarification Request:

Please move the two Support Staff listed in this section to Section A. Personnel and calculate their salary based on the time allocated in support of the program.

Clarification Response:

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Completed

Clarification Request:

Section II. B. Member Support Costs

Please revise the FICA calculation to account for all members on the budget.

Clarification Response:

Completed

Clarification Request:

Worker's compensation is not included in the budget for members, if this is not required by the states were members will serve, you are required to budget for Occupational, Accidental Death & Dismemberment coverage for members. Please make the appropriate revision to the budget.

Clarification Response:

Workers Compensation estimate added.

Clarification Request:

Source of Funds - Please detail the amount and purpose of the match funds identified by the program.

Clarification Response:

Of the grantee match of \$96,257, approximately \$87,857 will be supported through a cash contribution and 8,400 will be provided as an in-kind contribution. We anticipate providing general office supplies (\$500), office space (\$3000), stipends for guest trainers (\$3000), copier lease (\$500),

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audit costs (\$400) and IT support (\$600) to be provided by the Council on Crime and Justice as an in-kind contribution.

We anticipate charging and administrative, support and training fee to host sites of between \$8,000 - \$10,000 for a team of 1 FT and 1 PT AmeriCorps members. This fee will generate between \$80,000-\$100,000 in revenue to cover the cost of the revised 31% match proposed by the Council on Crime and Justice. In researching site fees, we have contacted AmeriCorps programs across the Minneapolis area and have found this site fee to be within the range of common site fees charged per MSY. Additional revenue may be generated through financial support of local charitable foundations, individuals and the veterans' community.

Any fees collected in excess of the revised 33% match required will be placed in a program reserve in anticipation of an increased match requirement in following years.

Clarification Request:

Programmatic Clarification Items:

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

Please provide additional information regarding two aspects of the Veterans Community Development Liaison role. First, please describe the type of fundraising activities this member will engage in during the term of service and please confirm that fundraising activities are specifically to support the program's service activities and that fundraising activities do not exceed more than 10% of the member's service hours. AmeriCorps Regulation 2520.40 prohibits AmeriCorps Members from spending more than 10% of their term of service performing fundraising activities. Secondly, please describe the types of activities included in the task of "assisting outside communities in the

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establishment of Veteran's Courts." Please confirm that this member role will not be involved in advocacy or attempting to influence legislation.

Clarification Response:

Liaisons will be PT members. Members will not exceed 10% of their service hours engaged in fundraising activities. Veterans Community Development Liaison's role will primarily be educating veterans' organizations and stakeholders about resources available, coordinating trainings for people in the veterans' service and job placement fields, increasing awareness of vets issues and organizing volunteers.

Members will assist outside communities in establishing Veterans' Court on a case by case basis. This assistance will come in the form of technical experience/assistance for Veterans' Court staff in emerging "markets" access to training on vet issues and helping ensure that new Veterans' Court efforts understand the volunteer needs and case management requirements necessary for a successful venture.

Members will not engage in advocacy, attempting to influence legislation or any other activities prohibited by regulation.

Clarification Request:

Please elaborate on the program's volunteer generation plan to explain who will recruit the volunteers, how the volunteers will be trained and describe the volunteers' activities.

Clarification Response:

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Volunteer needs for each site will likely have some variation; however, conversations to date have expressed a consistent need for volunteers to act as peer mentors for veterans transitioning into the community after incarceration. This need is accurately reflected in our revised performance measures.

Veterans Community Development Liaison members will be the primary positions responsible for recruiting veterans to serve as volunteers. These members will build relationships with veterans' organizations like local VFWs, American Legions as well as other fraternal organizations in addition to traditional volunteer recruitment efforts to find veterans who are successful members of their community to serve as mentors for veterans in transition.

We estimate that a collective 500 ongoing veteran volunteers will need to be recruited, trained and supported to serve as mentors for veterans in transition. The average would be 50 volunteer mentors per site but we anticipate the volunteer needs of some sites may be different than others and will review this expectation with host sites. Of these volunteers recruited, we estimate that 100 volunteers will emerge as consistent, ongoing volunteers in need of continued support, training and recognition provided by the Community Liaison role.

Clarification Request:

Please provide a detailed account of the type of training members will receive in order to provide the job development and job placement service activities and a description of how that service will be administered to the service beneficiaries.

Clarification Response:

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Council staff have provided employment placement training for people with criminal records to employers and employment placement professionals for several years. This training covers all of the various legal issues surrounding the hiring of people with criminal records, including basics of the criminal justice system, criminal records creation, accuracy, and access, hiring liability, civil rights law compliance, Fair Credit reporting Act compliance, and the federal bonding program and Work Opportunity Tax Credit. In addition to this training, we will utilize our strong relationships with employment placement agencies in securing additional trainers on how to work with individuals with a criminal record in seeking employment, and we will bring in volunteers from the business community to assist in training from the employer perspective.

As a consideration of site selection, we will place a priority on placing members in organizations that have a displayed ability to provide members with ongoing support, training and job mentorship in the field of job training.

As described in the narrative under member support, program staff will be remain in weekly to bi-weekly contact with members and their site supervisors during the first several months of the initiative. This will ensure that training issues can be identified and addressed at early stages if there is an issue with how a member is providing this service to our beneficiaries.

Clarification Request:

Criminal history checks must be conducted on all members, employees or other individuals who receive a salary, education award, living allowance, stipend or similar payment from the grant, regardless of whether these costs are coming from federal or non-federal share. Criminal history background checks include a search of statewide criminal history repositories and the National Sex

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Offender Public Website for all members and employees as described above. An FBI check is also required for members, employees or other individuals with recurring access to vulnerable populations.

A detailed description of the requirements can be found at:

<http://www.nationalserviceresources.org/criminal-history>.

- Please verify that criminal history checks will be conducted on all members, employees and other individuals as described above. You may revise the budget to include these costs, if necessary but may not exceed the level of funding for which you are under consideration.

- The budget does not include costs for criminal background checks on staff and members. Please explain how these costs will be covered. You may revise the budget to include these costs, if necessary but may not exceed the level of funding for which you are under consideration.

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

Clarification Response:

Please also see Clarification Response in previous section concerning background checks and how they are covered in the budget.

Background checks will be conducted on all required members and staff. We are waiting on clarification of "vulnerable individuals" from CNCS specifically in relation to Post Traumatic Stress Syndrome that may be prevalent in population we are working with.

We have also been in contact with the Minnesota Bureau of Criminal Apprehension and awaiting a response for their costs associated with obtaining and FBI check.

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Depending on how much lead time we have in recruiting members, we will make an effort to have members obtain their own FBI record and use in house trained staff to take fingerprints. Prior to joining the Council on Crime and Justice, Brad Bourn (listed in program narrative) received training from the Minneapolis Police Department in taking finger prints for a youth mentoring program that utilized SafetyNets FBI background screening.

Clarification Request:

In the Clarification narrative field, please confirm your desired grant award start date and member enrollment period start date. It typically takes new AmeriCorps programs at least one to two months of preparation to be ready to enroll members. It is advisable that new programs select a member enrollment period starting August 1st at the earliest. Please review your desired grant award start date and member enrollment period start date in the Applicant Info section of your application. Please make any corrections necessary. In the Clarification narrative field, please enter a statement confirming the desired grant award start and member enrollment period start.

Clarification response:

If awarded, we anticipate member and site and member recruitment to begin in August with member placement to occur in late October or early November.

Clarification request:

Performance Measure Clarification Items

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

* measures align with the need, activities and outcomes described in the narrative

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- * outputs and outcomes are correctly aligned as directed in the NOFO background document
- * measures utilize rigorous methodologies to demonstrate significant impacts

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

We are encouraging applicants whose applicant-determined measures closely align with national performance measures to consider opting into the National Performance Measures Pilot. The program's activities align very well with the measures for Veterans and Military Families. Please review the National Performance Measures and select V1, V2 for volunteers, V2 for members and create appropriate intermediate outcomes for each of those measures if it is determined that the program will be able to track and report on these measures.

Clarification Response:

Completed

Performance Measure additional Clarification:

We are willing to work with CNCS to find appropriate intermediate outcomes for the performance measures we have chosen. We believe that intermediate outcomes of 20% of the clients we are supporting may be conservative however; there is not significant data on the success rate of job placement assistance with veterans with criminal records.

In 2007, the Joyce Foundation in Minneapolis conducted a study of 1,800 men with criminal records receiving job placement services in St. Paul, Chicago, Detroit, and Milwaukee that showed approximately 42% of these men were likely to be employed within 12 months of receiving services.

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While the population of the study group shared some similarities with the general demographic of veterans, there were some notable differences including race and length of time in previous employment.

The Joyce Foundation report can be accessed at:

http://www.joycefdn.org/resources/content/7/2/7/documents/TJRD_Policy_Overview.pdf .

Due to the lack of specific information and the unique challenges veterans face including dealing with PTSD and a different rate of chemical dependency, we propose positioning our performance measures more conservatively during the first year as reflected in the performance measure section of egrants.

Evaluation Clarification:

First year evaluation:

While not required to respond to program evaluation as a first year grantee, the Council on Crime and Justice anticipates measuring the effectiveness of its service to clients by comparing likelihood of success of clients receiving support from AmeriCorps members versus clients in the same service sites not receiving support from members in the manner outlined below. In our original proposal, this outline was listed in the performance measurement section of the evaluation but it was suggested by CNCS staff to remove it from performance measurement and discuss it as a preliminary evaluation plan.

Expected result 1

Client receiving support from AmeriCorps members will be more likely to be employed within 6

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months of service than clients in the same organization who are not receiving support from AmeriCorps members.

To measure this, we will require sites hosting an AmeriCorps team that they must set up a "control group" mechanism to compare employment rates of AmeriCorps supported clients to non-AmeriCorps supported clients.

For the purpose of this measurement, we will compare clients who have been employed in the same job for at least 6 months at the time of evaluation.

Continuation Changes

N/A

Performance Measures

SAA Characteristics

- | | |
|--|---|
| <input type="checkbox"/> AmeriCorps Member Population - None c | <input type="checkbox"/> Geographic Focus - Rural |
| <input checked="" type="checkbox"/> Geographic Focus - Urban | <input type="checkbox"/> Encore Program |

Priority Areas

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

Grand Total of all MSYs entered for all Priority Areas 15

Service Categories

Job Development/Placement

Housing Placement Services

National Performance Measures

Priority Area: Economic Opportunity

Strategy to Achieve Results

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

In addition to working with Veterans, AmeriCorps members may work with non-veterans in transition to attain stable employment upon reentry from prison or as a requirement of court supervision.

Members will work with clients on attaining job skills, job seeking skills, and finding potential employers.

Result: Intermediate Outcome

Result.

Of the up to 100 non-veterans receiving service from AmeriCorps members, 20% of those will be placed in stable employment within 1 year of service.

Indicator: O10: Individuals placed in jobs.

Target :Of the up to 100 non-veterans receiving service from AmeriCorps members, 20% of those will be placed in stable employment within 1 year of service.

20% of 100 = 20 non-veterans will be placed in stable employment within 1 year of service.

Target Value: 20

Instruments: case management files, court records, parole officer reports, self reporting, and employer reporting.

PM Statement: Of the up to 100 non-veterans receiving service from AmeriCorps members, 20% of those will be placed in stable employment within 1 year of service.

Result: Output

Result.

On average, each FT member may provide direct service to a case of up to 10 clients for job placement and skill development.

Indicator: O2: Individuals receiving job training services.

Target :On average, each FT member may provide direct service to a case of up to 10 clients for job placement and skill development totaling 100 individuals receiving service.

Target Value: 100

Instruments: Case management files, records of trainings, etc

PM Statement: Up to 100 non-veteran clients may receive job placement and skill development training from FT AmeriCorps members.

Priority Area: Veterans and Military Families

Strategy to Achieve Results

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

AmeriCorps members will work with veterans to attain stable employment and housing upon reentry from prison or

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Briefly describe how you will achieve this result (Max 4,000 chars.)
as a requirement of court supervision.

Members will work with veterans on resume writing, interview, and job seeking skills. Simultaneously, members will work with employers in the community to find employers agreeable to providing second chances to veterans through providing work opportunities. Members will also work with landlords and veterans to find housing opportunities.

Result: Output

Result.

Veterans receiving support from AmeriCorps members will be ready and able to attain stable employment. 20% of veterans receiving service from AmeriCorps members will attain stable employment within 1 year of service.

Indicator: (PRIORITY)V1: Veterans receiving services and assistance.

Target :Collectively, Veterans' Advocate Members will support an active case load of 200 veterans (20 per Advocate). 20% of these veterans receiving service from AmeriCorps members will attain stable employment within 1 year of service.

Target Value: 200

Instruments: Court and parole records, Case management files, records of employment, self reporting,

PM Statement: Collectively, Veterans' Advocate Members will support an active case load of 200 veterans (20 per Advocate). 20% of these veterans (40) receiving service from AmeriCorps members will attain stable employment within 1 year of service.

Result: Intermediate Outcome

Result.

Collectively, Veterans' Advocate Members will support an active case load of 200 veterans (20 per Advocate). 20% of these veterans (40) receiving service from AmeriCorps members will attain stable employment within 1 year of service.

Target :20% of these veterans (40) receiving service from AmeriCorps members will attain stable employment within 1 year of service.

Target Value: 40

Instruments: Court and parole records, Case management files, records of employment, self reporting,

PM Statement: Collectively, Veterans' Advocate Members will support an active case load of 200 veterans (20 per Advocate). 20% of these veterans (40) receiving service from AmeriCorps members will attain stable employment within 1 year of service.

Result: Intermediate Outcome

National Performance Measures

Result.

100% of veterans who receive consistent support from AmeriCorps members and remain in compliance with the terms imposed by the Veterans' Court (if applicable) will self-identify as having improved their skills and ability to attain stable employment and live a healthy, successful life.

Target :200 vets will self-identify as having improved their skills and ability to attain stable employment

Target Value: 200

Instruments: Qualitative, self identifying surveys.

PM Statement: 100% of veterans who receive consistent support from AmeriCorps members and remain in compliance with the terms imposed by the Veterans' Court (if applicable) will self-identify as having improved their skills and ability to attain stable employment and live a healthy, successful life.

Result: Intermediate Outcome

Result.

Collectively, FT AmeriCorps members will work with a caseload of 200 veterans in need of services. 50% of these Veterans (100) will secure long term housing or housing independence within 1 year of service.

Target :50% of these Veterans (100) will secure long term housing or housing independence within 1 year of service.

Long term housing is defined as stable housing for longer than 90 days and/or attaining housing without the need for assistance from member

Target Value: 100

Instruments: self-reporting, case management files, court reports.

PM Statement: Collectively, FT AmeriCorps members will work with a caseload of 200 veterans in need of services. 50% of these Veterans (100) will secure long term housing or housing independence within 1 year of service.

Priority Area: Veterans and Military Families

Strategy to Achieve Results

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

AmeriCorps members will collectively recruit, train, support and engage 500 community volunteers in service to veterans in the areas of job placement, peer-to-peer mentorship, reentry and life-skill services.

Result: Output

Result.

AmeriCorps members will collectively recruit, train, support and engage 500 community volunteers in service to

National Performance Measures

Result.

veterans in the areas of job placement, peer-to-peer mentorship, reentry and life-skill services.

Indicator: (PRIORITY)V2: Veterans engaged in service (other than mentoring disadvantaged

Target :AmeriCorps members will collectively recruit, train, support and engage 500 community

volunteers in service to veterans in the areas of job placement, peer-to-peer mentorship, reentry

and life-skill services.

Target Value: 500

Instruments: Volunteer logs, recruitment efforts, etc.

PM Statement: AmeriCorps members will collectively recruit, train, support and engage 500 community volunteers in service to veterans in the areas of job placement, peer-to-peer mentorship, reentry and life-skill services.

National Performance Measures

Result.

youth).

Result: Intermediate Outcome

Result.

Of the 500 volunteers recruited, 100 will be veterans recruited to consistently volunteer as peer-to-peer mentors for veterans in need.

"Consistently volunteer" is defined as volunteers who make a commitment to volunteer for 12 consecutive months.

Target :Of the 500 volunteers recruited, 100 will be veterans recruited to consistently volunteer as peer-to-peer mentors for veterans in need.

"Consistently volunteer" is defined as volunteers who make a commitment to volunteer for 12 consecutive months.

Target Value: 100

Instruments: Volunteer logs, recruitment efforts, etc.

PM Statement: Of the 500 volunteers recruited, 100 will be veterans recruited to consistently volunteer as peer-to-peer mentors for veterans in need.

Priority Area: Veterans and Military Families

Strategy to Achieve Results

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

50% of Corps members will be active Reserve or Guard members of the Armed Forces or be veterans of the Armed Forces

Result: Intermediate Outcome

Result.

Veterans serving as AmeriCorps members will be better prepared to enter or transition into their desired careers as a result of the professional experience and relationships gained during their year of service.

Target :100% of veterans serving as AmeriCorps members (at least 10) will self-identify as being better prepared to attain professional level employment in their chosen career fields as a result of the professional experience gained during their service.

Target Value: 10

Instruments: Qualitative surveys of AmeriCorps members at beginning and end of service year.

National Performance Measures

Result.

PM Statement: Veterans serving as AmeriCorps members will be better prepared to enter or transition into their desired careers as a result of the professional experience and relationships gained during their year of service.

Result: Output

Result.

50% of Corps members will be active Reserve or Guard members of the Armed Forces or be veterans of the Armed Forces.

Indicator: (PRIORITY)V2: Veterans engaged in service (other than mentoring disadvantaged

Target :50% of Corps members will be active Reserve or Guard members of the Armed Forces or be veterans of the Armed Forces.

Target Value: 10

Instruments: Military service records and self disclosure of members.

PM Statement: 50% of Corps members will be active Reserve or Guard members of the Armed Forces or be veterans of the Armed Forces.

National Performance Measures

Result.

youth).

Subapplicants

<u>ID</u>	<u>Organization</u>	<u>Amount Requested</u>	<u>Amount Approved</u>	<u># FTEs Requested</u>	<u># FTEs Approved</u>	<u>Status</u>
Totals:		\$0	\$0	0.00	0.00	

Required Documents

Document Name

Status

Evaluation

Not Applicable

Federally Approved Indirect Cost Agreement

Already on File at CNCS

Labor Union Concurrence

Not Applicable