

PART I - FACE SHEET

APPLICATION FOR FEDERAL ASSISTANCE		1. TYPE OF SUBMISSION: Application <input checked="" type="checkbox"/> Non-Construction														
Modified Standard Form 424 (Rev.02/07 to confirm to the Corporation's eGrants System)																
2a. DATE SUBMITTED TO CORPORATION FOR NATIONAL AND COMMUNITY SERVICE (CNCS): 01/25/11	3. DATE RECEIVED BY STATE:	STATE APPLICATION IDENTIFIER:														
2b. APPLICATION ID: 11ND125979	4. DATE RECEIVED BY FEDERAL AGENCY: 01/25/11	FEDERAL IDENTIFIER: 10NDHMA004														
5. APPLICATION INFORMATION																
LEGAL NAME: TechMission, Inc. DUNS NUMBER: 133371240	NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes): NAME: Andrew Sears TELEPHONE NUMBER: (617) 282-9798 101 FAX NUMBER: (617) 825-0313 INTERNET E-MAIL ADDRESS: andrew@techmission.org															
ADDRESS (give street address, city, state, zip code and county): 31 Torrey St Dorchester Center MA 02124 - 3543 County: Suffolk																
6. EMPLOYER IDENTIFICATION NUMBER (EIN): 680492427	7. TYPE OF APPLICANT: 7a. National Non Profit 7b.															
8. TYPE OF APPLICATION (Check appropriate box). <input type="checkbox"/> NEW <input type="checkbox"/> NEW/PREVIOUS GRANTE <input checked="" type="checkbox"/> CONTINUATION <input type="checkbox"/> AMENDMENT If Amendment, enter appropriate letter(s) in box(es): <input type="text"/> <input type="text"/> A. AUGMENTATION B. BUDGET REVISION C. NO COST EXTENSION D. OTHER (specify below):	9. NAME OF FEDERAL AGENCY: Corporation for National and Community Service															
10a. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER:94.006 10b. TITLE: AmeriCorps National	11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT: TechMission Corps Program															
12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc): The greater metro areas of: Boston, MA; Los Angeles, CA; San Diego, CA; Denver, CO; Chicago, IL.	11.b. CNCS PROGRAM INITIATIVE (IF ANY):															
13. PROPOSED PROJECT: START DATE: 07/01/11 END DATE: 06/30/12	14. CONGRESSIONAL DISTRICT OF: a.Applicant <input type="text" value="MA 008"/> b.Program <input type="text" value="MA 008"/>															
15. ESTIMATED FUNDING: Year #: <input type="text" value="2"/>	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 border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;">a. FEDERAL</td> <td style="text-align: right;">\$ 650,000.00</td> </tr> <tr> <td>b. APPLICANT</td> <td style="text-align: right;">\$ 516,145.00</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;">\$ 1,166,145.00</td> </tr> </table>	a. FEDERAL	\$ 650,000.00	b. APPLICANT	\$ 516,145.00	c. STATE	\$ 0.00	d. LOCAL	\$ 0.00	e. OTHER	\$ 0.00	f. PROGRAM INCOME	\$ 0.00	g. TOTAL	\$ 1,166,145.00	17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT? <input type="checkbox"/> YES if "Yes," attach an explanation. <input checked="" type="checkbox"/> NO	
a. FEDERAL	\$ 650,000.00															
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f. PROGRAM INCOME	\$ 0.00															
g. TOTAL	\$ 1,166,145.00															
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: Andrew Sears	b. TITLE: Executive Director, TechMission, Inc.	c. TELEPHONE NUMBER: (617) 282-9798 101														
d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:		e. DATE SIGNED: 01/25/11														

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Executive Summary

TechMission is requesting an expansion from 50 MSYs to 60 MSYs in order to support all Members serving in the urban areas of Boston, MA; Denver, CO; Los Angeles, CA; San Diego, CA; and Chicago, IL. Members will serve in the K-8 and teen programs providing academic assistance and enrichment, serving as mentors and recruiting volunteers in low-income, primarily Black and Latino communities. The strength of the TMC program is that it combines innovation with some of the strongest indigenously-led programs targeting low-income Black and Latino K-12 youth. While most of our program Sites are housed in Black and Latino churches, many are also based in other faith-based and community-based organizations. We also heavily recruit our Members from the communities we serve. Members from similar communities are better able to understand the challenges that these youth face, and the youth themselves are sometimes better able to identify the Members as personal role models.

Rationale and Approach

RATIONALE

1.COMPELLING COMMUNITY NEED

The TechMission Corps (TMC) program focuses primarily on CNCS's priority area of Education by serving youth in at-risk communities in Boston, Massachusetts, Los Angeles, Denver and Chicago.

TEEN DROPOUT CRISIS & COLLEGE PLACEMENT GAP

America's cities are facing a dropout crisis, with only 60.9% of students in cities graduating from high school. This crisis is even more acute among Black and Latino students, who have national graduation rates of 50.2% and 53.2% respectively (Urban Institute's Education Policy Center). We chose this focus because high school graduation is critical to ending the cycle of poverty: receiving a high school diploma cuts an individual's chances of being in poverty in half and boosts his/her average annual income by 49% from \$19,169 to \$28,645. The following is a summary of the graduation rates across our target cities (all below the 73.4% national graduation rate):

*Los Angeles: Black (48.1%); Latino (40.2%)

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*Denver: Black (38.6%); Latino (30.5 %)

*Chicago: Black (42.1%); Latino (50.8%)

*Boston: Black (42.2%); Latino (30.0 %)

*Massachusetts: Black (49.4%); Latino (36.1%)

TMC also focuses on getting youth into college as higher education is also critical to fighting poverty. Those with a bachelor's degree will reduce their chances of being in poverty from 12.3% to 2.5% and increase their average income by 80% from \$28,645 to \$51,544. Yet only 30% of low-income Black and Latino students go on to college compared to 78% of high-income White students.

DROPOUT RATE, GRADE PROMOTION & ASSESSMENT EXAMS

Research from the US Department of Education's (DoE) Center for Education Statistics shows that being held back a grade in school more than doubles a student's chances of dropping out before finishing high school. Also, failure to pass assessment exams contributes to the dropout crisis for Black and Latino youth. Because of these factors, we have made K-8th grade after-school programs a major part of our program. Last year our K-8 program participants were 47% Black, 24% Latino and 96% from low-income families, which is the demographic most at-risk for being held back a grade or failing a portion of their standardized state tests. Below are statistics of Black and Latino 10th graders who passed the English Language Arts (or Writing or Reading) and Mathematics state assessment exams in 2009:

*Massachusetts: Black: 62% passed ELA, 51% Math; Latino: 56% passed ELA, 48% Math

*Los Angeles: Black: 22% passed ELA, 11% Math; Latino: 27% passed ELA, 19% Math

*Denver: Black: 23% passed Writing, 6% Math; Latino: 21% passed Writing, 7% Math

*Chicago: Black: 73% passed Reading, 65% Math; Latino: 79% passed Reading, 77% Math

To meet these needs, our K-8 programs work to keep students at or above grade level so they can pass

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standardized tests, move to the next grade and eventually graduate from high school.

ENLISTING UNDER-REPRESENTED GROUPS IN NATIONAL SERVICE

TechMission has demonstrated it is one of the strongest organizations in bringing Black and Latino leaders--as well as faith-based organizations (FBOs) --into national service, where these groups are often under-represented. This is a critical issue because Black and Latino youth have the highest dropout rates and represent 58% of all students who drop out (though they account for less than 32% of the student population). Through TMC's recent formal evaluation, our students listed having staff and volunteers who come from similar backgrounds is one of the most important factors of an effective program. Yet, to the best of our knowledge, TechMission is 1 of only 2 AmeriCorps National Direct grantees with a majority of our AmeriCorps Members (64%) being Black and Latino and the majority of our Sites (63%) being Black and Latino-led organizations.

We have found that Black and Latino-led organizations are being hit the hardest in the current economic downturn. The Greenlining Institute reports a significant funding bias: though people of color make up 52.4% of poverty in the US, only 16.5% of nonprofits are led by people of color, and they receive only 3.6% of foundation funding. The result of the economic downturn and this funding bias is that the organizations closest to the community are losing their funding first. Yet these nonprofits are also seeing a great increase in demand for youth programs (many parents need to work longer hours during the downturn). TechMission is meeting a critical need in building the capacity of these organizations by providing AmeriCorps Members and volunteers to Black and Latino-led nonprofits in our focus cities.

The primary way we have been able to recruit these under-represented groups into national service is through our online volunteer matching websites. These websites have been the primary channel that has enabled us to recruit thousands of diverse volunteers and have more than 8 qualified applicants for

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every AmeriCorps position in 09-10. We are bringing this diverse group through our online volunteer matching, particularly targeting the faith-based community. VolunteerMatch reports that for nonprofits using online volunteer matching, over 50% of their volunteers come from online sources. CNCS and the Department of Labor (DoL) report that the value of faith-based volunteers in the US is \$58.2 billion annually. According to Lester Salamon of the Institute for Policy Studies of Johns Hopkins University, only 7-15% of volunteering through churches helps the larger community (valued at \$4.1 to \$8.7 billion), reflecting a need to connect more faith-based volunteers into the community. Although faith-based volunteers make up the largest pool of volunteers, representing over 35.9% of volunteers in 2009 (Volunteering in America), the largest online volunteer matching service, VolunteerMatch, reports that only 1.8% of their volunteer listings come from FBOs. This is important for Serve.gov because without the opportunities from FBOs that we provided through ChristianVolunteering.org, Serve.gov would have less than 2% of its volunteer listings coming from FBOs. This difference between 35.9% of volunteering and 2% on Serve.gov puts the government in the position of playing a role of secularizing volunteering in the country, which might violate its neutral stance on religion as required by the Constitution.

2. DESCRIPTION OF ACTIVITIES & MEMBER ROLES

The TMC program's strength is that it combines innovation with some of the strongest indigenously-led programs targeting low-income Black and Latino K-12 youth. While most of our program Sites are housed in Black and Latino churches, many are also based in other faith-based and community-based organizations (FBOs/CBOs). All of our Sites are existing after-school programs with an Executive Director and/or full-time youth program staff. Many of our Sites were founded by Black or Latino pastors as separate 501(c)(3) multi-service organizations. These Sites have typically been in operation for 5-20+ years and have hundreds of youth already participating in their programs. They serve all youth without discrimination, with 90% or more typically coming from outside the church. TechMission

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augments these existing programs by providing AmeriCorps Members, volunteers and innovative resources.

As noted, these Sites saw a great increase in demand for youth programs while their funding was being cut. This year we have been able to respond to this need by expanding our National Direct program from 40 to 60 MSY (Member Service Year = 1 full time Member for 1 year) through a Recovery Act grant, enabling TMC to go from 42 Members at 26 Sites serving 1,940 youth in 08-09 to 60 Members at 46 Sites serving 3,655 youth in 09-10. Yet because youth services are still suffering in the economic downturn, we have a great need to continue to add more Members and Sites to our National Direct program to meet this need beyond the one year of Recovery Act funds.

During our formal evaluation, one of the greatest needs our Sites expressed was for more resources to support their programs. A key suggestion for improvement was to place more than 1 Member at each Site where possible (currently 85% of our Sites receive 1 Member). We have thus increased our MSY to Site ratio from 1.3 to 1.4, choosing to provide increased Site support for a deeper impact in the lives of youth over providing more shallow support to a larger number of Sites.

Based on this need, we are requesting 50 MSY for our National Direct program in 2010: 50 full-time (FT) Members. 2 full-time (FT) slots will be converted to 4 half-time (HT) slots after the grant award.

We propose to place TMC Members at Sites in Massachusetts, Los Angeles (LA), Denver and Chicago. We selected these expansion cities after a strategic planning process which indicated a good fit because they both have a high concentration of urban poverty and a large number of partners who would help ensure the program's success. Most Members will begin their service in Fall 2010 and complete it 52 weeks later, with some Members starting in Summer 2010 or Spring 2011.

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We plan to place 50 full-time equivalent (FTE) Members at K-8 and teen programs: approximately 9.5 in Massachusetts, 18 in Los Angeles, 4 in Denver and 16 in Chicago. We also propose to place around 2.5 to 3.5 FTE Members in Volunteer Coordinator positions to mobilize volunteers at our headquarters in Boston.

All Members receive a position description when they start. Their role focuses on serving youth directly, which is distinct from the Site Director's role which focuses on running the overall program. They receive an orientation and monthly trainings to equip them to carry out program activities and achieve program outcomes. While most TMC youth programs run from 2-6pm, FT Members spend the mornings strengthening their Sites through community outreach, securing in-kind donations and other program resources, contacting parents and schools, preparing lesson plans, recruiting and managing volunteers, compiling outcome data and attending trainings. Members often participate in parents' nights to explain program activities to parents or give parents options for how they could help at the after-school program. Members also will be involved in meeting with community partners and schools to help improve the programs and recruit volunteers to enhance program activities. Members add value primarily by bringing in the innovative resources that enable Sites to serve more youth, recruit more volunteers and improve academic performance.

TMC Members will serve in the following areas:

(1) K-8 GRADE PROGRAMS

Because being held back a grade in school more than doubles a student's chances of dropping out before graduating high school, we will provide Members to K-8 programs to help keep students on track academically. Based on past program data, we have reduced the percentage of students being held back

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a grade by 85%, compared to peers of the same demographic not participating in our programs. Next year, we estimate placing 29 FT at 16.5 Sites to serve at-risk K-8 youth in 5-day-a-week after-school programs, serving an average of 47 children per FT Member.

During the after-school time from 2-6 pm the Members spend most of their time in academic enrichment activities such as homework help, teaching lesson plans, technology training, character education and academically-focused mentoring. K-8 mentoring is designed to boost self-esteem, character and leadership, and to encourage youth to stay engaged in school and learning. As a grantee with Verizon, we use their Thinkfinity after-school curriculum, which is an online library of over 55,000 resources and lesson plans for after-school programs. Some Members will use Eduss, a rigorous educational software program, to identify the students' individual areas of need and assist them in English, Math and Phonics.

(2) TEEN PROGRAMS

TMC's teen programs focus on helping at-risk teens meet graduation requirements and enroll in college. We estimate placing 16.5 FTE at 10.5 teen program Sites next year, serving an average of 24 teens per FTE Member.

To help teens graduate high school and get into college, Members provide some combination of college readiness workshops, college advising, SAT prep, technology training, college placement services and mentoring. We provide academic assistance through homework help and helping students pass the standardized tests required to graduate. Several of our Boston Sites use a curriculum that was developed as a part of a \$500K grant from the DoE targeting at-risk high school students, specifically with the state curriculum frameworks in mind and based on No Child Left Behind standards. Members assist teens with getting into college, investing in their future success. Our mentoring programs, which focus on

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getting students into and succeeding in college, will pair 150 youth with mentors for at least 48 hours each year. Some of our Sites follow a rigorous SAT prep program with classes that meet for 11 weeks for 3-4 hours a week. Our programs have shown an 88% college placement rate for at-risk youth (compared to 30% of their peers).

(3) FULL-TIME VOLUNTEER COORDINATORS

Approximately 2.5 to 3.5 FTE TMC Volunteer Coordinators will work at our headquarters in Boston with our online volunteer matching websites iVolunteering.org & ChristianVolunteering.org. Activities include improving the website to reach more organizations and volunteers; contacting FBOs/CBOs to let them know about the website and support them in using it to find volunteers; and posting free training resources for volunteers and program Sites. TMC Volunteer Coordinators also provide training materials to recruit volunteers through UrbanMinistry.org/UrbanResource.net, which is like a Wikipedia for nonprofits. We will have volunteer coordinators that have specialized roles all directed toward recruiting volunteers including: general volunteer coordinator, graphics specialty and web development specialty. Having centralized Volunteer Coordinators with specialized skills has increased our efficiency in recruiting volunteers; now each coordinator can recruit and place over 1,000 volunteers (as compared to 100 volunteers without the online system). Organizations can post volunteer opportunities on the website for free, and volunteers can search for free for opportunities by geography, service area, skill, host organization, etc. Volunteers can serve either at a local program Site or virtually from home in tasks like web design, grant writing and graphics design. When a volunteer finds an opportunity they want, they click on "I want to help" which sends an email to the volunteer and the program site coordinator to initiate the match.

These volunteers tie directly to the needs and outcomes in this grant in the following ways: 1) 600 (15%) of the volunteers will be at TMC sites serving at-risk youth providing homework help, academic support,

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mentoring and other service areas that are directly focused on the academic outcomes in this grant, 2) 1,040 (26%) of the volunteers recruited through our online sites will serve at-risk youth at other organizations focused on similar outcomes as those listed in this grant, and 95% of the 4,000 volunteers are focused on direct service activities (both at TMC sites and other organizations) while 5% are focused on capacity building activities, 3) Our online volunteer recruitment provides a recruiting funnel that enables the recruitment that enabled TMC to have 8 qualified applicants for every 1 AmeriCorps position with 63% of our members being Black and Latino serving as role models and improving our overall outcomes, 4) The 3,000 volunteer opportunities from FBOs we provide to Serve.gov, is about half the total of opportunities from FBOs on the site, so we believe that we play a key role in keeping Serve.gov from violating its neutral stance on religion as required by the Constitution.

PROHIBITED SERVICE ACTIVITIES

We have managed a National AmeriCorps program since 2004 and thus have experience in complying with AmeriCorps regulations on prohibited service activities. We conduct a comprehensive overview of Prohibited Service Activities with Members during PSO and with Site Directors during required annual trainings, including non-duplication, non-displacement, and non-supplementation requirements in 45 CFR § 2540.100. Each Member and Site signs a contract which includes these restrictions as a condition of their participation. As most of our Sites are in FBOs, we include extensive training on guidelines for federal funding and partnering with federal programs. We train all Members and Site Directors on both CNCS and other government guidelines in this area. TechMission programs are open to all in the community and participation in faith activities is not a requirement for receiving program services. We have met with CNCS General Counsel to develop guidelines regarding faith and volunteers related to our volunteer matching website and have developed policies CNCS has approved.

COMPLEMENTING AMERICORPS STATE

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We also applied for an additional 30 MSY from AmeriCorps State to expand in Massachusetts next year. This is a part of our long-term plan to transition our AmeriCorps program in MA primarily to a state grant. There are 3 ways the grants are different:

1. Around 2.5 to 3.5 FTE of our National Direct Members in MA will be assisting in national volunteer coordination at our headquarters.
2. All State and National Members will be placed at different Sites with State Members primarily in Boston and National Members in MA outside Boston, so we can ensure that all outcomes are separate and activities do not overlap.
3. While our State grant will focus on expanding our MA program, our National expansion will focus on building up larger, sustainable teams in other cities.

3.MEASURABLE OUTPUTS & OUTCOMES

TMC will address the Education priority area using standard performance measures as well as our own measures. Our anticipated annual outputs and outcomes are:

EDUCATION PRIORITY AREA

Start Educational Program

*1,375 grade K-8 students start a TMC Educational Program (Standard Measure #1a)

*300 grade 9-11 students start a TMC Program (#1b)

*90 grade 12 students start a TMC Program (#1c)

*150 economically disadvantaged youth at-risk to leave secondary school without a diploma begin an intensive mentoring program meeting in at least a 1:3 mentor-to-child ratio for at least 48 hours during the year (#3)

Complete Educational Program

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*1,031 (75%) K-8 students complete participation in a TMC Educational Program (defined as those still enrolled in May) (#2a)

*210 (70%) grade 9-11 students complete participation in a TMC Program by participating for at least 40 hours (#2b)

*63 (70%) grade 12 students complete participation in a TMC Program by participating for at least 40 hours (#2c)

*113 (75%) economically disadvantaged youth at-risk of not graduating high school complete an intensive mentoring program meeting in at least a 1:3 mentor-to-child ratio for at least 48 hours during the year (#4)

Educational Outcomes

*1,179 (98%) K-11 students completing a TMC Educational Program show improved academic performance by being promoted to the next grade level

*50 (80%) grade 12 students completing a TMC Program graduate high school (#9c)

*40 (60%) grade 12 students completing a TMC Program enter post-secondary institutions (#10c)

MEMBER DEVELOPMENT

*90% of Members who fully complete their terms complete a Research Project

*80% of Members will return a survey indicating increased skill/knowledge acquired during their service year and that they were satisfied with their service experience

*80% of Members will indicate plans to work, volunteer or live in at-risk communities for at least the next 5 years

MOBILIZING VOLUNTEERS & CAPACITY BUILDING

*3,000 volunteers serve our TMC Sites providing 90,000 hours of service (600 from our volunteer

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matching websites)

*4,000 volunteers are matched online to serve in other CBOs/FBOs through our online volunteer matching websites (with 600 of these being placed at TMC Sites)

*40,000 items of web nonprofit training content are generated

*2 million unique visitors will utilize our websites including over 5,000 registered organizations

NOTE: Outcome targets from national performance measures cannot be accurately compared to previous years' outcomes as the requirements for national measures will change our tracking methodology and what totals we take our percentages from.

TechMission and Members will track outcomes using sign-in sheets, timesheets, spreadsheets, surveys, databases and website analytics. Because of our innovative use of Google Docs for outcomes tracking and timesheets, we were asked to present at the AmeriCorps Best Practices conference to help other organizations replicate our system. TMC staff will collect and compile all data reported by Sites into aggregate program outcomes as required for CNCS reporting.

4.PLAN FOR SELF-ASSESSMENT & IMPROVEMENT

To help assess our progress regularly, TMC staff hold monthly meetings with Members, where we can gather feedback and provide input to Members. We talk with Site Directors on the phone on average at least monthly to address any concerns at once, and we conduct a rigorous annual Site visit, reviewing a comprehensive checklist covering all facets of program requirements. We measure progress toward our performance measure goals at least quarterly, so that Member activities can be adjusted if needed. We also gather feedback from Members and Site staff through annual surveys to help identify the strengths and weaknesses of the programs so we can make any necessary changes.

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As required by our current grant, TechMission conducts a regular independent evaluation to assess our AmeriCorps program. We have just completed a formal evaluation process of our 2008-09 year with Jacqui Lindsay serving as our evaluation consultant. This evaluation has helped us to assess the impact that our Members and volunteers have on their Sites, helping us improve our program for the most effective outcomes. The evaluation findings were incorporated into our strategic planning process. Our year-long evaluation process involved conducting in-depth interviews with all TMC stakeholders and assessed our current Performance Measures and their associated data collection tools, so that we can improve them as necessary. It also included an assessment of the surveys we use to collect feedback from our Members, Sites, volunteers and other stakeholders. The evaluation included interviews, surveys and focus groups to gather valuable feedback from our Board Members, TMC staff, Service Site staff, AmeriCorps Members, volunteers and program participants, so that we can provide technical assistance and improve program components where needed.

5.COMMUNITY INVOLVEMENT

Across our TMC cities, we are in direct communication with 1,128 organizations as registered partners. Our approach to community involvement is organic in that the majority of our staff and Members live in and reflect the demographics of the at-risk communities we serve and are involved in hundreds of community meetings gathering input. Our evaluation demonstrated that one of TMC's strengths is our closeness to the communities we serve, reflected in our demographics: 64% of our Members are Black and Latino, 63% of our Sites are Black and Latino-led organizations (often churches), our senior staff and Board are 67% and 83% Black and Latino respectively, and nearly all live in the at-risk neighborhoods in which we work.

While in many ways we know the needs of the community because we are the community, we also conduct extensive research on community needs by conducting surveys and collecting research studies.

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We gather community input by conducting annual surveys or focus groups of volunteers, program participants, other community partners and Board members living in the communities in which we serve. We conduct surveys of our Site Directors to learn their assessment of their TMC Member's impact on their organization and community and suggestions for program improvement. As part of our formal evaluation process, our evaluator conducted focus groups, interviews and surveys with Site Directors, Members, volunteers and participants from several of our Sites. Through our DoE grant, we developed formal partnerships with MA school districts where we received input directly from the schools. We are in communication with the Mayor's office in each of our major cities and plan to have letters of support from each one.

We have found that the best approach is, rather than start new programs, to identify the strongest existing programs in each of our cities and seek out partners who match our program focus. For example, the Black Ministerial Alliance of Greater Boston (BMA) has been meeting the needs of Boston's at-risk communities for the past 40 years. Out of that experience they determined that after-school programs were one of the community's greatest needs, so they started a network of after-school programs called Victory Generation. TMC has partnered with the BMA to provide TMC Members to further improve their after-school programs. Getting behind what the community already does instead of starting new programs is what makes TMC unique. The strength of our community involvement is reflected in our Sites' long history of developing some of the strongest Black and Latino leaders in the country including Martin Luther King, Jr. and Malcolm X (both of whom worked with youth in the 1950's at one of our host Sites, Twelfth Baptist).

6.RELATIONSHIP TO OTHER CNCS PROGRAMS

We have consulted with the state commissions in each of our operating states to introduce our program. We will participate in their trainings and events, as appropriate, to help make our program and staff

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more successful. We also regularly attend the CNCS Grantee Meeting and other CNCS conferences, webinars and conference calls.

We have partnered in the past with City Year and other AmeriCorps programs on the MLK Day of Service, and will continue to do so in the future. We have recently had extensive conversations with Citizen Schools and City Year in which we were able to learn from their best practices. As a state VISTA grantee, we have had an ongoing relationship with the Massachusetts state VISTA office.

As one of the leading AmeriCorps programs to partner with FBOs, we provide a strong complement to most other AmeriCorps programs that primarily have CBO partners by enlisting faith communities into national service. For example, our online volunteer matching website is a partner with Serve.gov and provides over half of the FBO volunteer opportunities on that site, and we have hundreds of volunteer opportunities posted on our website by AmeriCorps organizations wishing to recruit volunteers.

7.POTENTIAL FOR REPLICATION

We have already shown the ability to replicate our model from 20 Members at 13 Sites in Boston and Los Angeles (before receiving our 2nd AmeriCorps grant in 2007) to our current 60 Members at 46 Sites in Massachusetts, LA, Chicago and Denver. We have developed a streamlined Site application process open to all organizations that has been reviewed by CNCS, and last year we had 52 applicants for 26 new Sites. Across our TMC cities, we are in direct communication with 1,128 organizations registered on our websites (305 in Boston, 56 in the rest of MA, 332 in LA, 330 in Chicago and 105 in Denver).

Organizational Capability

a)ABILITY TO PROVIDE SOUND PROGRAMMATIC & FISCAL OVERSIGHT

Our founder, Andrew Sears, grew up in the inner-city and saw the lives of many of his friends destroyed during unsupervised out-of-school time. He also saw that after-school programs were the only effective

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response. He later founded a research group at MIT, where he learned the transforming power of technology in education. From this background, in 2000 TechMission was established with the goal of supporting FBOs in using technology to serve at-risk communities, with a particular focus on education. TechMission quickly grew. In 2002, TechMission (with our partners) was honored as 1 of 21 organizations selected from over 300 applicants to receive a CCF grant for \$1.5 million/year for 3 years from HHS, which built our capacity to launch TechMission Corps.

TechMission began our relationship with CNCS in 2002 by hosting state VISTA Members. In 2004, we established TechMission Corps when it received an AmeriCorps National Direct grant for 20 MSY and expanded to 13 Sites in Boston and LA. In 2007, TMC received another National Direct grant for 40 MSY and expanded to 27 Sites in 5 states. In 2009, TMC received an additional 20 MSY through Recovery Act funding, expanding to 60 Members at 46 Sites.

TechMission has set up Site monitoring systems to comply with federal grants from DoE, DoJ and HHS as well as CNCS. Expectations are set in a contract which each Site must sign. Each Site and Member has a full-time TMC staff assigned to provide targeted assistance when necessary. We have extensive Site data reporting tools, including monthly progress reports, which have worked well for our CNCS reporting. We provide required refresher training to Site Directors each year on all relevant AmeriCorps program requirements and how to properly document outcome data. Also, we conduct at least one formal Site monitoring visit each year to each Site hosting a Member, which includes a detailed checklist and evaluation of the Site's ability to meet all programmatic requirements and expectations.

We have developed a formal Site application process and scoring rubric, reviewed by CNCS staff and complying with Regulation 45 CFR § 2522.475, for all organizations wishing to be TMC Sites. It evaluates the quality of applicants based on: 1) Outcomes, 2) Demographics and Need, 3) Capacity, 4)

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Partnerships and 5) Alignment with the TMC Program Model. We send announcements of the Site application process to thousands of organizations through email lists and the web. During our last application process, we had 52 organizations apply for 26 Site slots. We then work with selected Sites to ensure that their program is ready to comply with all requirements and their Member recruitment includes those from their participants' communities.

We have 2 basic program models that we replicate: the TMC K-8 after-school model and TMC teen program model. Each of our Sites ensures consistency in how Site Directors operate the program. We provide common program elements and curricula to Members to ensure consistency in the parts of the program they implement (e.g., online safety, volunteer management). Because most of our Sites are in FBOs, we also provide extensive training on guidelines for faith and federal funding.

Through our previous federal grants and our current CNCS grant, we have developed accounting practices that have enabled us to comply with federal standards and complete A-133 audits. Our last two A-133 audits have been without any findings, and we recently passed an Inspector General audit from the US Department of Justice (for a grant providing support for our AmeriCorps program). Our Board financial oversight is conducted by the former CFO of the Salvation Army USA. While we place Members at Service Sites, we do not provide sub-grants to Operating Sites, but manage all CNCS funds at our headquarters, allowing us to ensure proper fiscal management.

We employ the services of Sandberg, Gonzalez and Creeden as our auditor and outsource payroll administration to QuickBooks Payroll Service. Our Fiscal Policies are maintained in our Accounting Policies and Procedures Manual, which is approved by the Finance Committee of our Board.

b) BOARD OF DIRECTORS, ADMINISTRATORS, STAFF

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ANDREW SEARS, EXECUTIVE DIRECTOR, reports to the Board and oversees the TMC program and staff. He provides direct supervision of the Members placed at headquarters. He has directly supervised over 20 VISTA Members and for the past 7 years has provided oversight to the TMC program. He received his MS in Technology and Policy and MS in Computer Science from MIT, where he co-founded a research group on the social implications of the Internet.

MIKI OMORI, TMC CO-DIRECTOR, assists in program, grants and fiscal management. She served for 2 years as a TMC Member Volunteer Network Coordinator.

BIL MOONEY-MCCOY, TMC CO-DIRECTOR, assists in program and Member/Site management and training. Bil has over 25 years of experience working in nonprofits, churches and schools in Boston and is a member of the Black Ministerial Alliance and a former pastor.

HARRIET HODGE-HENRY, DIRECTOR OF OPERATIONS, is responsible for oversight of all financial and accounting matters, including financial records, payroll and all audit requirements. She has 14+ years of Operations experience.

EVAN DONOVAN, VOLUNTEER DATABASE PROGRAMMER, is responsible for computer programming for TechMission's online volunteer database and website that is used to recruit volunteers and AmeriCorps members for this grant.

ALI MCCRACKEN, VOLUNTEER DATABASE PROGRAMMER, is responsible for computer programming for TechMission's online volunteer database and website that is used to recruit volunteers and AmeriCorps members for this grant.

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TMC ASSISTANTS assist TMC staff in Member management, training and reporting. Qualified candidates will be selected and trained for three new Assistant positions, which will help support TMC's expansion.

SERVICE SITE STAFF: Each Member has a Supervisor on-site, many of whom have 20-30 years' experience and have been part of TMC for 6 years. Each Site has a director, and most Sites have anywhere from 2-10 youth program staff. With an estimated 62 Sites for our National grant, this would include 62 directors and 100-200 additional staff at Sites that will work with Members.

BOARD OF DIRECTORS: Our Board president is the former CFO of the Salvation Army, and other Board members are business leaders and executive directors of CBOs. Our Board is 83% Black and Latino, and 83% live and serve in low-income communities.

c) PLAN FOR SELF-ASSESSMENT OR IMPROVEMENT

TechMission's Executive Director (ED) leads a formal strategic planning process for the organization involving input from staff, the Board and other stakeholders:

- 1) Situational Assessment. We conduct semi-annual reporting on all of our outcomes as an organization, Site Directors, Members, volunteers and other stakeholders. The ED then meets with each program and our Board to review data, conduct brainstorming, assess capacity and perform a SWOT analysis (Strengths, Weaknesses, Opportunities and Threats) for the programs and the agency.
- 2) Goals and Objectives. Based on the assessment, the ED, program staff and Board develop a strategic plan for each program and the overall organization including high level goals and objectives.
- 3) Implementation Plan. Each program uses the goals from Step 2 to develop detailed implementation plans using a project management tool through Google Spreadsheets that we then use in regular team

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meetings to implement the plan.

4) Evaluation. We have a formal evaluation done of our program about every 3-4 years. We just completed our second formal evaluation as a part of our AmeriCorps grant (see "Rationale and Approach"). This evaluation data is then fed into the situational assessment of Step 1 for the next revision to the strategic plan. All of our staff and Board members also go through annual performance reviews adapted from a review process established by World Vision.

d) PLAN FOR EFFECTIVE TECHNICAL ASSISTANCE

Our TMC program staff has gained indispensable training and technical assistance (TA) from CNCS through its Grantee Meetings, Conferences, Start-Up Institute and TA providers, including Project STAR, Campaign Consultation and Walker and Co. We will continue to receive TA from these sources.

TechMission developed our TA capacity as a partner on a CCF grant where, together with our partners, we provided intensive TA (20+ hours each) that focused on program development and capacity building to 150 FBOs/CBOs in MA, IL and CA, including many of our TMC Sites. We have developed an online library of over 2,000 webcast and audio workshops on our website covering topics like program evaluation, youth curriculum and nonprofit management.

Two of our current partners in Massachusetts, the BMA and the Emmanuel Gospel Center, are current CCF grantees and provide TA to many of our existing MA Sites. Some of our partners hold regular meetings/trainings, which our Site Directors and Members are encouraged to attend. Partner organizations are able to provide additional training and TA specific to their Sites' needs.

All TMC Site Directors attend an annual orientation covering all relevant requirements, expectations and procedures, during which our Sites are encouraged to ask questions and mention TA needs. When

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we conduct our annual Site visit and evaluation, we will include a section to focus on how we can address the Site's ongoing training and TA needs. Based on that, we will seek out trainings and TA that could be helpful for Sites: i.e., we keep a careful watch on training and TA provided by CNCS and State Commissions and send notifications to Members and Site Directors regarding these events.

2.SOUND RECORD OF ACCOMPLISHMENT AS AN ORGANIZATION

a)VOLUNTEER GENERATION & SUPPORT

One of our greatest strengths comes from our close ties to other FBOs with several volunteers, which has allowed us to recruit a large number of volunteers. In 08-09, our AmeriCorps Members helped to mobilize and/or coordinate 4,520 volunteers who served 32,884 hours. Last year, our program recruited an average of 113 volunteers per Member, compared to an average of 39 volunteers per Member for peer AmeriCorps programs (see "Cost Effectiveness").

We also use our websites to recruit many volunteers for our headquarters to assist in positions such as computer programming, language translation and online publications editing. Reaching our goal of 40,000 new items of web training content next year will be possible only with the help of many volunteers and content syndication partners. We manage these volunteers much like Wikipedia with different volunteers being in charge of different sections of content and languages. Our volunteers are supported through extensive training, recognition, support and clear integration into the programs they serve (see "Community Outputs").

b)ORGANIZATIONAL & COMMUNITY LEADERSHIP

TechMission is the national leader in technology innovation in the faith-based social services sector. We are the leading web portal for this sector in that our websites represent 5 of the top 15 most visited websites in the sector (Source: Alexa.com). We maintain the largest online library of training and best

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practices for FBOs and the largest collection of volunteer opportunities from FBOs. We estimate that we provide over half the FBO volunteer opportunities on Serve.gov. Our online school, City Vision College, is the leading provider of online education to the faith-based social services sector and is accredited by the Distance Education Training Council.

We are also a national leader among AmeriCorps programs in recruiting Members and Sites that reflect the demographics of the at-risk communities served. To our knowledge, we are 1 of 2 National Direct programs that have a majority of Members as people of color and the majority of Sites led by people of color.

Our TechMission Boston program was selected by the DoE to serve as a model program for Computer Technology Centers across the country, and we were given a grant to assist in replicating that model, which was accomplished through our AmeriCorps program to other states.

Our ED gives talks regularly at major national conferences for FBOs. He previously co-founded the Internet and Telecoms Consortium at MIT and served on the DoE expert panel on Technology and Adult Education. Our staff are members of BMA and have served on the boards of the following FBOs/CBOs: Arise Urban Ministries, the Gathering Christian Fellowship, Associated Care, Early Education, Footprints, Bakke Graduate University and MassVote.

c)SUCCESS IN SECURING MATCH RESOURCES

We have had great success in securing match for TMC: \$743K for our 04-07 grant and \$862K for our 07-10 grant so far (48% match). Our sources have included DoE, DoJ, HHS, cash and in-kind donations and numerous foundations. Our Sites also donate in-kind space for programs and provide \$3-4.5K non-federal cash per Member. One major source of match is our earned income, which we expect to grow

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from \$156K in 2008 to \$324K in 10-11. This will come from fees received from placing AmeriCorps Members at local program Sites (\$122.5K), course tuition for our online college (\$183K) and membership and consulting partnerships (\$19K). We received \$205K from foundations in 2009 and expect to raise \$250K in 10-11. Our strong ties to churches will help us grow our donation base from churches/individuals from \$15K in 2007 to \$20K in 2010. In 09-10, we anticipate providing \$832K in donated Site space as match. Our Sites also provided \$7 million in covering other program costs, but we will only use a small portion (\$146,080) of this as financial match because of the cost of accounting for this match according to A-133 standards.

3.SUCCESS IN SECURING COMMUNITY SUPPORT

a)COLLABORATION

TechMission has extensive experience in developing partnerships with FBOs/CBOs, especially those led by people of color. In each city, we have a primary organizational partner that both serves as a network of hundreds of FBOs/CBOs and runs a network of youth programs. The following is a summary of our key partners:

Boston's Black Ministerial Alliance (BMA) operates 8 church-based after-school programs serving at-risk K-8 students. The BMA operates a network of over 80 Black churches in the area that can bring significant community support for this initiative through program participant, volunteer and Member recruitment. We have a formal commitment of partnership from the BMA and formal Site Agreements with its several Sites that are part of TMC.

Here's Life Inner City (HLIC) operates after-school Sites for at-risk youth in 17 cities across the US. In 2009-10, we are partnering with HLIC-LA and Denver to provide services at 10 Sites (6 in LA, 4 in Denver). HLIC helps us to support our Sites in those cities and helps us to identify new potential

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partners and Sites for the future.

Local and State Government: We have significant support from our local and state governments.

Boston's Mayor Menino, speaking at our press conference, announced our receipt of one of President Bush's CCF grants, and called TechMission "...a great initiative. There's a lot of activity in the churches across Boston. The pastors in our city have done a great job working with young people."

Online Volunteer Matching: We have 4,338 registered organizations and 16,161 individuals on our online volunteer matching website. These organizations are all making a difference in their own communities and the individuals are potential volunteers and even Members, who can help us expand and improve the reach of our services.

National Partnerships: We have national partnerships to provide online volunteer matching with the CCDA, World Vision, AGRM, Evangelicals for Social Action, FASTEN and Mission America Coalition. These are organizations that represent over 10,000+ FBO sites and millions of volunteers.

Faith-Based Media: We are partnered with many of the largest faith-based online media outlets as their online volunteer matching service including Christianity Today and CBN, which provide free advertising to recruit volunteers, and are the leading provider in this sector.

b) LOCAL FINANCIAL & IN-KIND CONTRIBUTIONS

In the past 3 years, TechMission has expanded our local funding from \$137,833 (2007) to \$221,549 (2009) in cash donations. This represents an expansion in foundation support from \$123,000 to \$205,000 and of church/individual donations from \$14,833 to \$16,549. The Stewardship Foundation supports the volunteer matching and other online community building portions of our program,

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growing from providing \$40,000 in 2004 to providing \$100,000 in 2010. This year, we received our first grants from the Verizon, Citizens Bank and Burk foundations, and a \$125,000 grant from an anonymous foundation. In-kind contributions also include donated computer equipment and software; used office equipment from a local business; books and volunteer time from READ Boston; and food and gift certificates to purchase food.

c) WIDE RANGE OF COMMUNITY STAKEHOLDERS

Across all TechMission programs, we have experienced dramatic growth as reflected in our stakeholders:

* Volunteers: Grew from 1,683 in 2007 to 4,520 in 2009.

* Sites: Grew from 13 TMC Sites in 04-05 to 46 Sites in 09-10. We estimate the Sites' supporting program budgets have grown from \$1.1 to \$7.6 million over this period.

* Nonprofit Partners: In 2004, we had less than 30 registered nonprofits on our websites. Our websites have grown to have 4,338 organizations and 16,161 individuals registered for our online volunteer matching service. This network makes it much easier to identify potential partners and candidates for future program Sites.

* Online Community: By establishing ourselves as the leading online volunteer matching website and the "Wikipedia" for FBOs, we are working with an online community of thousands of organizations and millions of individuals.

d) SERVING A RESOURCE-POOR COMMUNITY

TechMission serves communities with high poverty rates, utilizes at-risk Corps Members and most of our Sites are in under-resourced Black and Latino-led organizations. The Greenlining Institute reports that only 3.6% of foundation funding went to nonprofits led by people of color. We have experienced this funding bias severely in pursuing foundation funding for our TMC program and have submitted a

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proposal to CNCS in how it can counter this bias (see www.urbanministry.org/cncsproposal).

Cost Effectiveness and Budget Adequacy

a) CORPORATION COST PER MSY

Our CNCS cost per MSY is \$13,000.

The cost effectiveness of our program goes far beyond our cost per MSY because of our use of other resources. We worked with our evaluator to collect public outcomes data on 4 comparable AmeriCorps programs (Citizen Schools, City Year, Notre Dame Mission Volunteers and Catholic Network of Volunteer Service). The data showed that TMC is more cost effective than the other programs in terms of outcomes per MSY. For example, our program recruited an average of 113 volunteers per Member compared to an average of 39 volunteers per Member in the comparable programs. Because of cost effectiveness from a high number of volunteers, donated space and Member placement at existing programs, we were able to serve 48 youth per MSY in intensive programs last year, compared to an average of 27 youth per MSY in the 4 comparable programs.

b) DIVERSE NON-FEDERAL SUPPORT

We have already secured match grants for the TMC program from Verizon, Amelia Peabody, Citizens Bank, Day, Stewardship and Roy Foundations; Schrafft Trust; Burk Fund; one anonymous foundation, and have several other foundation grants pending. We also receive match from individual donations, Site fees (increasing from \$3,000 to \$3,500 for most Sites next year), and in-kind donations. We raised \$205K in 2009 and expect to raise \$250K from foundations in 10-11. We have 2 full-time grant writers to enable us to achieve these goals.

We have had great success in securing match for TMC-National: \$862K for our 07-10 grant. To secure match for an expanded 2010 National grant, we expect to increase our for-fee service income from

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\$156K in 2008 to \$355K in 2010-11. This will come from fees received from placing AmeriCorps Members at Sites (\$190K), course tuition for our online college (\$150K), and membership/consulting partnerships (\$15K). Our strong ties to churches will help us grow our donation base from churches/individuals from \$15K in 2007 to \$20K in 2010.

The non-federal cash portion of our organizational budget has grown from \$236,634 (20%) non-federal in 2007 to \$500,000 (46%) in 2009. Based on the above goals, we anticipate our non-federal cash funding growing to \$605,000 in 2010-11. In addition to what is shown in our budget, the youth program budgets of our Sites will be \$7.6 million, coming almost entirely from non-federal sources. Our budgeted cost share last year was 34% and we plan to increase our cost share to 38% next year.

2.BUDGET ADEQUACY

TechMission is completing Year 3 of our 2nd National Direct Grant, which has enabled us to assess the resources required for our proposed expansion. Based on this experience, we have assessed that a total budget of \$1,051,640 will adequately support our activities and outcomes, including \$128,000 in site budget match from 4 sites and TMC staff needed to fully support, train and supervise 50 FT serving at-risk youth and mobilizing volunteers. Because we also are applying for a State grant, we will be able to leverage efficiencies and staffing. Between our State and National programs next year, we plan to have 1.8 FTE program staff devoted to this program, as well as 1.5 FTE providing administrative support, technology and financial management. We have assessed that a total of \$285,148 for personnel, \$22,760 for other operating expenses and \$32,500 for indirect expenses will effectively support 50 MSY. A full 79% of CNCS expenses are budgeted to cover Member living allowances, health and fringe (45% of total expense). The budget includes Member recognition costs, supplies for all-day PSOs, FBI background checks and a TMC/AmeriCorps shirt for each Member. The budget also contains expenses for staff to travel to CNCS and training conferences.

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We are requesting \$650,000 from AmeriCorps for this program, which we plan to match by 38%. We have existing or expected foundation funding, earned income and in-kind match that could provide the full amount of our additional \$401,639 non-federal resources needed for this program. Also, we project that our Sites will have combined youth program budgets totaling \$7.6 million that will help support this program as non-match support.

Evaluation Summary or Plan

Emailed to CNCS.

Amendment Justification

TechMission is submitting a grant amendment for the following reasons:

- 1) We are hoping to amend our National Performance Measure ED 2 output indicator. We had initially noted that "9-11th grade students will complete their participation in the TMC program by participating for at least 50 hours during the year." We are requesting to amend the PM statement to 40 hours instead of 50 hours because after consulting with our sites, 40 hours is a better goal to use.
- 2) For the "Volunteer Recruitment and Training" non-standard Performance Measures, we are amending the number of online volunteers, recruited by TMC Volunteer Coordinators, from 5,000 (with 1,000 of these being placed at TMC sites) to 4,000 online volunteers (with 600 of these being specifically placed at TMC sites). TMC Volunteer Coordinators will generate 40,000 items of web nonprofit training content on UrbanResource.net/UrbanMinistry.org and related websites that will serve 2 million unique visitors instead of 3 million unique visitors. The reason for this is that TechMission is decreasing the MSY Members focused on this outcome. In addition, we have received clarification from the OIG on how to better implement and track these outcomes, which affects our overall goal.

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Clarification Summary

Please provide additional detail for how TM fellow's AmeriCorps members will be integrated into the team. How will you ensure that the fellows do not feel ostracized or that they are being treated differently due to their education status?

Response: The only difference in treatment for TechMission Fellows will be that they will receive support for taking college courses. Otherwise, other AmeriCorps members will not know who is a Fellow or not. We have had 7 years of running a program with Members who do not have Bachelor's degrees and have never had any issues with "ostracism," so the only thing that is changing is that we are requiring that those members without degrees be actively pursuing a degree.

Please provide comment on TM's required consultation with state commissions in the continuation changes section of the narrative.

Response: We have sent the required forms to the state commissions in MA, IL, CA and CO. In MA, as an AmeriCorps State grantee, we have regular meetings (about monthly) with the Massachusetts Service Alliance. In IL, CA and CO, we have talked with them in past years. This year, we are submitting the standard notification forms to let them know that we are continuing to operate an AmeriCorps program in their state.

Performance Measure Clarification Items:

Please remove the three performance measures that do not fit within the national performance measure pilot; volunteer generation, member development, and drop-in or one time program participants.

Response: We have removed the volunteer coordination, member development and drop in measures.

Because we were not awarded an expansion in MSY for either our State or National AmeriCorps grants, we will still have some National AmeriCorps members in MA. We will ensure that there are never State

Narratives

Members and National Members serving at the same site to avoid any overlap, and our National Members in MA will primarily be focused outside of Boston.

We have adjusted our performance measures to reflect our smaller program size (from the requested 60 MSY to 50 MSY). The summary of the updated performance measures is below. This response below supersedes all other references to performance measures in the narrative sections submitted previously.

a) K-8 Grade Promotion

* 1,400 K-8 youth will receive academic enrichment and homework assistance with 1050 (75%) finishing the program by still being enrolled in May

* 1,029 (98%) of K-8 youth finishing our programs are promoted to the next grade level

b) 9-11 Grade Promotion

* 200 grade 9-11 students will receive academic assistance, tech training, college and SAT prep services with 150 (75%) finishing the program by participating for 40 hours

* 147 (98%) grade 9-11 students finishing our programs are promoted to the next grade level

c) Grade 12 Graduation and College Placement

* 50 grade 12 students will receive academic assistance, tech training, college and SAT prep services with 35 (70%) finishing the program by participating for 40 hours

* 28 (80%) of high school seniors finishing our programs graduate high school

* 21 (75%) of teens graduating high school and participating in college placement programs are accepted and enroll in college

d) Mentoring

* 200 economically disadvantaged youth, at-risk to leave secondary school without a diploma, will begin

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an intensive mentoring program meeting in at least a 1:3 mentor-to-child ratio for at least 48 hours during the year (ED3)

*150 (75%) economically disadvantaged youth, at-risk of not graduating high school, will complete an intensive mentoring program meeting in at least a 1:3 mentor-to-child ratio for at least 48 hours during the year (ED4)

e) Economic Opportunity

* 14 AmeriCorps members will not have Bachelor's degrees

* 7 AmeriCorps members without Bachelor's degrees will complete a college course within one year of completing their term of service

The following are not Performance measures, but are updates to our goals.

f) Mobilizing Volunteers and Capacity Building

* 5,500 volunteers (1,500 at sites and 4,000 matched online) will be recruited and will provide 40,000 hours of service

g) Member Development

*80% of Members who complete their terms of service will return a survey indicating increased skill/knowledge acquired during their service year and that they were satisfied with their service experience

*70% of Members who will complete their terms of service will indicate plans to work, volunteer or live in at-risk communities for at least the next five years

Continuation Changes

2011-2012

1. NEED

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This year, we plan to expand our program to include San Diego for 5 reasons.

1. After 6 years of operating an AmeriCorps program in Los Angeles, we have become much more aware of the needs in neighboring San Diego. The following data we have found shows that the need in San Diego is almost as strong as the need in Los Angeles:

* Graduation rate for San Diego: Black 49.2%; Latino 47%

* Assessment Exam rates for San Diego: Black: 37% passed ELA, 31% Math; Latino: 55% passed ELA, 36% Math

2. Because we have been active in Southern California for 6 years as an AmeriCorps program, we have developed relationships with over 200 registered organizations through our volunteering websites that could make it easy for us to identify great service sites for AmeriCorps Members in greater San Diego. These 200 organizations have provided us with information on their programs and volunteer needs. In the past year, when we sent out an RFP for new service sites, we had twice as many sites applying as we were able to award slots showing a great demand. After we have selected the sites in San Diego, we will conduct meetings with them to solicit additional feedback on the needs of their local communities and provide training.

3. Last year we had more than 10 qualified applicants for every one AmeriCorps position, so we also have an excess in demand in applicants that would ease our expansion.

4. We have already laid the groundwork to expand in San Diego since we had applied in our National Direct application for expansion to San Diego last year. However, last year, since our national grant was cut from 40 MSY from National Direct and 20 MSY from Recovery slots (a total of 60 MSY) to only 50 National Direct, we were unable to expand to San Diego.

5. Adding San Diego as a service city fits with our strategic plan to build our capacity in Southern California to eventually apply for a State AmeriCorps grant in California.

Because we have already identified a strong need for this expansion and laid the groundwork, we are reapplying for this expansion this year.

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NEED FOR COLLEGE COMPLETION FOR MEMBERS

Our members are in some of the highest-risk demographic groups for not being placed in or completing college. Last year our Members were 41% Black, 17% Latino/a and we estimate 61% came from low-income backgrounds. Nationally, only 30% of low-income Black and Latino students go on to college compared to 78% of high-income White students. For those who enter four-year colleges, the six-year college completion rate is 40.1% for Black and 48.9% for Latino students. While our Members are significantly above the national average in college attainment, still 33% have not completed a Bachelor's degree. Our program is in a unique position for our Members to serve as role models in their communities for graduating high school and being placed in college. Because of this, we are modifying our program design to help meet this need.

2. MEMBER ACTIVITIES & ROLES

Based on this need, TechMission is requesting an expansion from 50 MSYs to 60 MSYs. We plan to have these additional MSYs focused primarily on our expansion in San Diego.

We plan to place 60 MSY Members at K-8 and teen programs: 23 in Los Angeles, 3 in Denver, 21 in Chicago and 10 in San Diego. We also propose to place 3 FT Members in Volunteer Coordinator positions in Boston to mobilize volunteers. Our proposed slot configuration for the 2011-2012 year is as follows: 52 full-time members serving for 12 months, 12 half-time members serving in a full-time capacity for 6 months and 4 half-time members serving 12-months. It should be noted that these are our best estimates, but slight changes may be needed based on site needs.

New Site Locations (added in 2010-11, but were not included in our last grant application)

Los Angeles:

Solidarity

P.F. Bresee

Kingdom Causes Bellflower

Upward Bound

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Chicago:

By the Hand Club for Kids

Beyond the Ball

Peace Corner Youth Center

Gads Hill Center

Last year we had a competitive site application process for new sites, and we had twice as many sites apply for Members than we were able to award (18 applications and 9 new sites). We also have had more than 10 applicants for every AmeriCorps position showing high demand, so we do not anticipate having any difficulty filling the additional slots.

Last year, we transitioned our Boston sites from our National Direct grant to our AC State grant; however, we kept our sites in Western MA on our National Direct grant. We have found that having our Members in MA split between our National and State grants has created difficulties in having different requirements and communities among our members. This year, we plan to move the 5 MSY from our National Direct Grant that were serving in Western MA to our AmeriCorps State grant. We plan to re-allocate these slots to expansion in Chicago and Los Angeles.

We plan to implement a TechMission Corps Fellows program where we support all Members who do not yet have Bachelor's degrees in their efforts to get their degree. Any time spent on course work can only count as AmeriCorps Training hours if doing so would follow AmeriCorps guidelines and directly relates to their service. We will encourage (but not require) all Members without college degrees to participate in our Fellows program and take at least one college course during their term. We have also decreased our online volunteers recruited from 4,000 last year to 3,500 this year based on a reduced number of Members working on this outcome.

3. MEASURABLE OUTPUTS AND OUTCOMES

TMC will address the Education priority area and Economic Opportunity priority area using standard

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performance measures as well as our own measures. Our anticipated annual outputs and outcomes are:

EDUCATION PRIORITY

Start Educational Program

*1,500 grade K-8 students start a TMC Educational Program (ED1)

*320 grade 9-11 students start a TMC Program (ED1)

*100 grade 12 students start a TMC Program (ED1)

*150 economically disadvantaged youth at-risk to leave secondary school without a diploma begin an intensive mentoring program meeting in at least a 1:3 mentor-to-child ratio for at least 48 hours during the year (ED3A)

Complete Educational Program (ED2)

*1,125 (75%) K-8 students complete participation in a TMC Educational Program (defined as those still enrolled in May) (ED2)

*224 (70%) grade 9-11 students complete participation in a TMC Program by participating for at least 40 hours (2b) (ED2)

*70 (70%) grade 12 students complete participation in a TMC Program by participating for at least 40 hours (2c) (ED2)

*113 (75%) economically disadvantaged youth at-risk of not graduating high school complete an intensive mentoring program meeting in at least a 1:3 mentor-to-child ratio for at least 48 hours during the year (ED3B)

Educational Outcomes

*1,322 (98%) K-11 students completing a TMC Educational Program will show improved academic performance by being promoted to the next grade level (ED5)

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*56 (80%) grade 12 students completing a TMC Program will graduate high school (ED9)

*42 (60%) grade 12 students completing a TMC Program will enter post-secondary institutions (ED10)

MEMBER DEVELOPMENT

*90% of Members who fully complete their terms complete a Research Project

*80% of Members will return a survey indicating increased skill/knowledge acquired during their service year and that they were satisfied with their service experience

*70% of Members will indicate plans to work, volunteer or live in at-risk communities for at least the next 5 years

MOBILIZING VOLUNTEERS & CAPACITY BUILDING

*3,000 volunteers serve our TMC Sites providing 90,000 hours of service

*3,500 volunteers are matched online to serve in other CBOs/FBOs through our online volunteer matching websites (with 500 of these being placed at TMC Sites)

*40,000 items of web nonprofit training content are generated

*2 million unique visitors will utilize our websites including over 5,000 registered organizations

ECONOMIC OPPORTUNITY PRIORITY AREA

Based on the need described above, added the following measures:

* 15 Members who have their high school diploma or equivalent but have not obtained a college degree prior to their term of service (O14)

* 7 Members will complete a college course within one year after finishing AmeriCorps (O17)

EDUCATIONAL NON-STANDARD PERFORMANCE MEASURES

* 200 youth will participate in educational programs on a drop-in basis

Narratives

Organizational Capability

a) BOARD & STAFF

ANDREW SEARS, EXECUTIVE DIRECTOR, reports to the Board and will oversee the TMC program and staff. He provides direct supervision of the Members placed at headquarters. He has directly supervised over 20 VISTA Members and for the past 8 years has provided oversight to the TMC-National program. He received his MS in Technology and Policy and MS in Computer Science from MIT, where he co-founded a research group on the social implications of the Internet. He supervises the TMC Program Director, the Director of Operations and the Volunteer Coordinator Interns.

MIKI OMORI, TMC DIRECTOR, assists in program, grants, site and Member management. She served for two years as a TMC Volunteer Coordinator.

AUSTIN JUNG, TMC PROGRAM ASSISTANT DIRECTOR, assists in program and Member management, training, and reporting. He previously served as TMC Team Leader where he helped in management of Members.

RACHAEL JARBOE, TMC PROGRAM ASSISTANT, supports TMC staff in Member management and administrative duties. She previously served as TMC Volunteer Coordinator for two years.

SARAH FAN, TMC PROGRAM ASSISTANT, also supports TMC staff in Member management and administrative duties. She graduated from Williams College with a B.A. in History and Classical Literature.

HARRIET HODGE-HENRY, DIRECTOR OF OPERATIONS, is responsible for oversight of all financial and accounting matters, including financial records, payroll, and all audit requirements. She has 14+ years of Operations experience.

MELVINA DALEY, PROGRAM ADMINISTRATOR, is responsible for bookkeeping and data entry for the program and is supervised by the Director of Operations.

SITE DIRECTORS -- site directors will supervise Members at each service site. Site supervisors will

Narratives

oversee Members in day-to-day direct service activities with youth, timesheet completion, and Member training. Any time the site supervisors spend on overseeing Members in relation to the outcomes of this grant will be counted as Match.

BOARD SUPPORT: Each year the board also works with staff to develop a strategic plan for our AmeriCorps program. TechMission's board meets 6 times a year to receive the Executive Director's report on our AmeriCorps program, and discusses progress on goals and any key issues. They also review quarterly and annual financial reports on the program and the organization as well as independent audits. The board reviews our independent evaluation, results of Inspector General visits and our legal and policy strategy with CNCS.

ENROLLMENT

TechMission Corps has had 100% enrollment for every year, which we expect to continue. Any display of enrollment data less than 100% in eGrants is due to our program design placing members year round, so some members may not yet be placed.

MEMBER RETENTION

As a program, Member retention requires additional effort because TMC represents an at-risk Corps with most Members coming from difficult financial or personal circumstances. Last year our Members were 41% Black, 17% Latino/a, 2% Asian, and we estimate 61% came from low-income backgrounds. We make great efforts to work with our Members and Sites to support at-risk Corps Members and to keep our retention rate high.

Because so many of our members come from low-income backgrounds, last year, we had several Members leave early because they had private student loans that could not be deferred. Most of these Members did not know their loans were private and could not be deferred, so once they had to start paying their loans, they could not financially continue as Members. Next year, we plan to provide much better expectations during the interview process and in the Member orientation to help address this

Narratives

issue.

Next year, we also expect to be able to improve retention by adding our Fellows program to provide increased support to Members without college degrees.

PERFORMANCE MEASURES CHANGES

This year, we are expanding the number of youth served based on the proposed expansion:

- * K-8 from 1,375 to 1,500 youth
- * 9-11 from 300 to 320 youth
- * Grade 12 from 90 to 100 youth

We will also add the Economic Opportunity measures described above.

BUDGET REVISIONS

a) COST PER MSY

We have increased our cost per MSY to \$13,300 based on the increase in Member stipend and other Member expenses listed in the budget.

b) DIVERSE NON-FEDERAL SUPPORT

* Grants. We have already secured match grants for the TMC program from Liberty Mutual, Deluxe Stewardship Foundation, Amelia Peabody Foundation, Citizens Bank Foundation, Greenewalt Trust, Mifflin Memorial & Schrafft Trust, with several other foundation grants pending. We raised \$153,500 from foundations in 2010. Additionally, we received \$25,000 from a City of Boston CDBG grant and \$20,000 from Boston Capacity Tank. We expect our outside grants to be \$186,700 in 2011. We will also raise \$15,000 from individuals.

* Site Match. Our site match is increasing this year including local site supervisor salaries (\$256,000) and site space (\$6,000). This includes the time from site supervisor, who oversees the Members in service activities. All site match reported will not be based on an estimate, but will be based on actual

Narratives

costs of the youth program that can be tied back to exact program expenses with receipts based past feedback from CNCS OGM. This year, we already received letters from 12 total sites which said they could commit up to \$531,000 in match funds.

* Earned Income. We expect to increase our for-fee service income from \$482K in 2010 to \$601,674 in 2011. In 2011, this will come from fees received from placing Members at Sites (\$355,884), course tuition for our online college (\$223,830), and membership/consulting partnerships (\$21,960).

The non-federal cash funding portion of our organizational budget has grown from \$236,634 (20%) non-federal in 2007 to \$687K (45%) in 2010. Based on the above goals, we anticipate our non-federal funding of TechMission's budget continuing to grow to \$750,672 in 2011. These funds will help our local TMC program to expand further, supporting our need to expand to 60 MSY.

BUDGET ADEQUACY

TechMission has completed six years as an AmeriCorps National Direct Grantee, and one year as an AmeriCorps State grantee. This has enabled us to assess the resources required for our proposed expansion. Based on this experience, we have assessed that \$1,299,171 will adequately support our activities and outcomes, including the staff needed to fully support, train, develop and supervise 60 MSY serving at-risk youth.

Because we are a National grantee, we are able to leverage efficiencies and staffing. Between our State and National programs next year, we plan to have 4 program staff devoted to this program who will devote 2.84 FTE of their time because it split with our AmeriCorps State grant. We also have 2 staff providing administrative support, technology and financial management. Our National Direct grant will only need to pay a portion of their salaries needed to operate the National Direct program.

We are requesting \$798,000 from AmeriCorps for this program. We will be providing \$501,171 in match (38.6%), which will come from grants and earned income that will provide \$245,171 and our program site match of site supervisor salaries (\$256,000). Also, we project that our Sites will have combined

Narratives

youth program budgets totaling \$7.6 million that will help support this program as non-match support.

Performance Measures

SAA Characteristics

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

Priority Areas

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

Grand Total of all MSYs entered for all Priority Areas 50

Service Categories

Afterschool Programs

Other Education

Community-Based Volunteer Programs

National Performance Measures

Priority Area: Education

Strategy to Achieve Results

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

(1)K-8 GRADE PROGRAMS

Because being held back a grade in school more than doubles a student's chances of dropping out before graduating high school, we will provide Members to K-8 programs to help keep students on track academically. Based on past program data, we have reduced the percentage of students being held back a grade by 85%, compared to peers of the same demographic not participating in our programs. Next year, we estimate placing 29 FT Members at 16.5 Sites to serve at-risk K-8 youth in 5-day-a-week after-school programs, serving an average of 47 children per FT Member.

During the after-school time from 2-6 pm the Members spend most of their time in academic enrichment activities such as homework help, teaching lesson plans, technology training, math/reading/literacy support, character education and support. As a grantee with Verizon, we use their Thinkfinity after-school curriculum, which is an online library of over 55,000 resources and lesson plans for after-school programs. Some Members will use Eduss, a rigorous educational software program, to identify the students' individual areas of need and assist them in English, Math and Phonics.

Approximately 2.5 to 3.5 FTE TMC Volunteer Coordinators will work with our online volunteer matching websites iVolunteering.org & ChristianVolunteering.org. These volunteers tie directly to the needs and outcomes in this grant in the following ways: 1) 525 (15%) of the volunteers TMC sites serving at-risk youth providing homework help, academic support, and other service areas that are directly focused on the academic outcomes in this grant, 2) 910 (26%) of the volunteers recruited through our online sites will serve at-risk youth at other organizations focused on similar outcomes as those listed in this grant, and 95% of the 3,500 volunteers are focused on direct service activities (both at TMC sites and other organizations) while 5% are focused on capacity building activities, 3) Our online volunteer recruitment provides a recruiting funnel that enables the recruitment that enabled TMC to have 8 qualified applicants for every 1 AmeriCorps position with 63% of our members being Black and Latino serving as role models and improving our overall outcomes

Result: Intermediate Outcome

Result.

956 k-8 Students will be promoted to the next grade level

National Performance Measures

Result.

Indicator: (PRIORITY) ED5: Students w/ improved academic performance.

Target : 956 (98%) K-8 students who complete the TMC Educational Program will show improved academic performance by being promoted to the next grade level

Target Value: 956

Instruments: Each of our sites uses their own sign-in sheets, documents, spreadsheets and/or databases for monitoring attendance and tracking outcomes. Those outcomes are then aggregated and submitted via Web form to TechMission's Salesforce system with the signature of the site director verifying their accuracy. TechMission's Salesforce system then totals the outcomes.

PM Statement: 956 (98%) K-8 students who complete the TMC Educational Program will show improved academic performance by being promoted to the next grade level

Result: Output

Result.

975 grade K-8 students will complete a TechMission Corps Educational Program which is defined as defined as those still enrolled in the end of the academic year (May/June) for which grade promotion data is available.

Indicator: (PRIORITY) ED2: Number of students who complete an AC ED program.

Target : 975 grade K-8 students will complete a TechMission Corps Educational Program

Target Value: 975

Instruments: Each of our sites uses their own sign-in sheets, documents, spreadsheets and/or databases for monitoring attendance and tracking outcomes. Those outcomes are then aggregated and submitted via Web form to TechMission's Salesforce system with the signature of the site director verifying their accuracy. TechMission's Salesforce system then totals the outcomes.

PM Statement: 975 grade K-8 students will complete a TechMission Corps Educational Program where they will receive will receive some combination of academic enrichment activities such as homework help, teaching lesson plans, technology training, math/reading/literacy support, character education, college readiness workshops, college advising, SAT prep, technology training and college placement services. Completion is defined as defined as those still enrolled in the end of the academic year (May/June) for which grade promotion data is available.

Result: Output

Result.

1,300 grade K-8 students will receive some combination of academic enrichment activities such as homework help, teaching lesson plans, technology training, character education, academically-focused support, college readiness workshops, college advising, SAT prep, technology training, math/reading/literacy support, college placement services

Indicator: ED1: Students who start in an AC ED program.

Target : 1,300 grade K-8 students will start a TechMission Corps Educational Program

Target Value: 1300

Instruments: Each of our sites uses their own sign-in sheets, documents, spreadsheets and/or databases for monitoring attendance and tracking outcomes. Those outcomes are then aggregated and submitted via Web form to TechMission's Salesforce system with the signature of the site director verifying their accuracy. TechMission's Salesforce system then totals the outcomes.

National Performance Measures

Result.

PM Statement: 1,300 grade K-8 students will start a TechMission Corps Educational Program where they will receive some combination of academic enrichment activities such as homework help, teaching lesson plans, technology training, math/reading/literacy support, character education, academically-focused support, college readiness workshops, college advising, SAT prep, technology training and college placement services.

Priority Area: Economic Opportunity

Strategy to Achieve Results

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

TechMission's secondary focus is on developing the Economic Opportunity of Members. Nationally, only 30% of low-income Black and Latino students go on to college compared to 78% of high-income White students. For those who enter four-year colleges, the six-year college completion rate is 40.1% for Black and 48.9% for Latino students. Our members are in some of the highest-risk demographic groups for not being placed in or completing college. Last year our Members were 41% Black, 17% Latino/a, 2% Asian, and we estimate 61% came from low-income backgrounds. Our program is in a unique position for our members to serve as role models in their communities for graduating high school and being placed in college. While our Members are significantly above the national average in college attainment, still 33% have not completed a Bachelor's degree. Because of this, we have made it a priority for these members to take college courses.

Result: Output

Result.

TechMission Corps will support AmeriCorps members who have their high school diploma or equivalent but have not obtained a college degree prior to their term of service to assist them in taking college courses.

Indicator: O14: Members without degree prior to service.

Target : 14 AmeriCorps members will have their high school diploma or equivalent but have not obtained a college degree prior to their term of service

Target Value: 14

Instruments: Our application form captures member's educational background. We will use Member interviews and the National Student Clearinghouse to verify Member enrollment in college courses.

PM Statement: TechMission Corps will support 14 AmeriCorps members who have their high school diploma or equivalent but have not obtained a college degree prior to their term of service to assist them in taking college courses.

Result: Intermediate Outcome

Result.

7 AmeriCorps members will complete a college course within one year after finishing their AmeriCorps term of service.

National Performance Measures

Result.

Indicator: O17: Members that complete a college course.

Target : 7 AmeriCorps members will complete a college course within one year after finishing

AmeriCorps

Target Value: 7

Instruments: end of year questionnaire, school letters, National Student Clearinghouse database

PM Statement: 7 AmeriCorps members will complete a college course within one year after finishing AmeriCorps

Priority Area: Education

Strategy to Achieve Results

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

TMC's teen programs focus on helping at-risk teens meet graduation requirements and enroll in college. We

estimate placing 16.5 FT at 10.5 teen program Sites next year, serving an average of 24 teens per FT Member.

To help at-risk teens graduate high school and get into college, Members provide some combination of college readiness workshops, college advising, SAT prep, technology training, math/reading/literacy support and college placement services. We provide academic assistance through homework help and helping students pass the standardized tests required to graduate. Members assist teens with getting into college, investing in their future success. Some of our Sites follow a rigorous SAT prep program with classes that meet for 11 weeks for 3-4 hours a week.

Approximately 2.5 to 3.5 FTE TMC Volunteer Coordinators will work with our online volunteer matching websites iVolunteering.org & ChristianVolunteering.org. These volunteers tie directly to the needs and outcomes in this grant in the following ways: 1) 525 (15%) of the volunteers TMC sites serving at-risk youth providing homework help, academic support, and other service areas that are directly focused on the academic outcomes in this grant, 2) 910 (26%) of the volunteers recruited through our online sites will serve at-risk youth at other organizations focused on similar outcomes as those listed in this grant, and 95% of the 3,500 volunteers are focused on direct service activities (both at TMC sites and other organizations) while 5% are focused on capacity building activities, 3) Our online volunteer recruitment provides a recruiting funnel that enables the recruitment that enabled TMC to have 8 qualified applicants for every 1 AmeriCorps position with 63% of our members being Black and Latino serving as role models and improving our overall outcomes.

National Performance Measures

Result: Output

Result.

15 at-risk grade 12 students will receive some combination of academic enrichment activities such as homework help, character education, academically-focused support, college readiness workshops, college advising, SAT prep, technology training, math/reading/literacy support, and college placement services.

Indicator: ED1: Students who start in an AC ED program.

Target : 15 at-risk grade 12 students will start a TechMission Corps Educational Program

Target Value: 15

Instruments: Each of our sites uses their own sign-in sheets, documents, spreadsheets and/or databases for monitoring attendance and tracking outcomes. Those outcomes are then aggregated and submitted via Web form to TechMission's Salesforce system with the signature of the site director verifying their accuracy. TechMission's Salesforce system then totals the outcomes.

PM Statement: 15 at-risk grade 12 students will start a TechMission Corps Educational Program where they will receive will receive some combination of academic enrichment activities such as homework help, teaching lesson plans, technology training, math/reading/literacy support, character education, academically-focused support, college readiness workshops, college advising, SAT prep and college placement services.

Result: Intermediate Outcome

Result.

9 (80%) at-risk grade 12 students completing a TMC Educational Program will graduate high school on time (within 4 years)

Indicator: ED9: Students graduating from high school on-time with a diploma.

Target : 9 (80%) at-risk grade 12 students completing a TMC Educational Program will graduate high school on time (within 4 years)

Target Value: 9

Instruments: Each of our sites uses their own sign-in sheets, documents, spreadsheets and/or databases for monitoring attendance and tracking outcomes. Those outcomes are then aggregated and submitted via Web form to TechMission's Salesforce system with the signature of the site director verifying their accuracy. TechMission's Salesforce system then totals the outcomes.

PM Statement: 9 (80%) at-risk grade 12 students completing a TMC Educational Program will graduate high school on time (within 4 years)

Result: Output

Result.

11 (70%) at-risk grade 12 students will receive some combination of academic enrichment activities such as homework help, character education, academically-focused support, college readiness workshops, college advising, SAT prep, technology training and college placement services.

Indicator: (PRIORITY) ED2: Number of students who complete an AC ED program.

Target : 11 (70%) at-risk grade 12 students will complete a TechMission Corps Educational Program by participating for at least 40 hours

Target Value: 11

National Performance Measures

Result.

Instruments: Each of our sites uses their own sign-in sheets, documents, spreadsheets and/or databases for monitoring attendance and tracking outcomes. Those outcomes are then aggregated and submitted via Web form to TechMission's Salesforce system with the signature of the site director verifying their accuracy. TechMission's Salesforce system then totals the outcomes.

PM Statement: 11 (70%) at-risk grade 12 students will complete a TechMission Corps Educational Program where they will receive will receive some combination of academic enrichment activities such as homework help, teaching lesson plans, technology training, math/reading/literacy support, character education, college readiness workshops, college advising, SAT prep, technology training and college placement services.

Result: Intermediate Outcome

Result.

7 (75%) at-risk grade 12 students that complete a TMC Educational Program that graduate high school will be placed in college

Indicator: ED10: Students entering post-secondary institutions.

Target : 7 (75%) at-risk grade 12 students that complete a TMC Educational Program that graduate high school will be placed in college

Target Value: 7

Instruments: Each of our sites uses their own sign-in sheets, documents, spreadsheets and/or databases for monitoring attendance and tracking outcomes. Those outcomes are then aggregated and submitted via Web form to TechMission's Salesforce system with the signature of the site director verifying their accuracy. TechMission's Salesforce system then totals the outcomes.

PM Statement: 7 (75%) at-risk grade 12 students that complete a TMC Educational Program that graduate high school will be placed in college

Priority Area: Education

Strategy to Achieve Results

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

(1)K-8 GRADE PROGRAMS

Because being held back a grade in school more than doubles a student's chances of dropping out before graduating high school, we will provide Members to K-8 programs to help keep students on track academically.

Based on past program data, we have reduced the percentage of students being held back a grade by 85%, compared to peers of the same demographic not participating in our programs. Next year, we estimate placing 29 FT Members at 16.5 Sites to serve at-risk K-8 youth in 5-day-a-week after-school programs, serving an average of 47 children per FT Member.

During the after-school time from 2-6 pm the Members spend most of their time in academic enrichment activities

National Performance Measures

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

such as homework help, teaching lesson plans, technology training, math/reading/literacy support, character education and academically-focused mentoring. K-8 mentoring is designed to boost self-esteem, character and leadership, and to encourage youth to stay engaged in school and learning. As a grantee with Verizon, we use their Thinkfinity after-school curriculum, which is an online library of over 55,000 resources and lesson plans for after-school programs. Some Members will use Eduss, a rigorous educational software program, to identify the students' individual areas of need and assist them in English, Math and Phonics.

These volunteers tie directly to the needs and outcomes in this grant in the following ways: 1) 525 (15%) of the volunteers TMC sites serving at-risk youth providing homework help, academic support, mentoring and other service areas that are directly focused on the academic outcomes in this grant, 2) 910 (26%) of the volunteers recruited through our online sites will serve at-risk youth at other organizations focused on similar outcomes as those listed in this grant, and 95% of the 3,500 volunteers are focused on direct service activities (both at TMC sites and other organizations) while 5% are focused on capacity building activities, 3) Our online volunteer recruitment provides a recruiting funnel that enables the recruitment that enabled TMC to have 8 qualified applicants for every 1 AmeriCorps position with 63% of our members being Black and Latino serving as role models and improving our overall outcomes

Result: Output

Result.

100 economically disadvantaged k-8 youth at-risk to leave secondary school without a diploma begin an intensive mentoring program meeting in at least a 1:3 mentor-to-child ratio for at least 48 hours during the year

Indicator: (DELETED) ED3: Youth/mentor matches started.

Target : 100 economically disadvantaged k-8 youth at-risk to leave secondary school without a diploma begin an intensive mentoring program meeting in at least a 1:3 mentor-to-child ratio for at least 48 hours during the year.

Target Value: 100

Instruments: Each of our sites uses their own sign-in sheets, documents, spreadsheets and/or databases for monitoring attendance and tracking outcomes. Those outcomes are then aggregated and submitted via Web form to TechMission's Salesforce system with the signature of the site director verifying their accuracy. TechMission's Salesforce system then totals the outcomes.

PM Statement: 100 economically disadvantaged youth at-risk to leave secondary school without a diploma begin an intensive mentoring program meeting in at least a 1:3 mentor-to-child ratio for at least 48 hours during the year

Result: Intermediate Outcome

National Performance Measures

Result.

73 k-8 Students will be promoted to the next grade level

Indicator: (PRIORITY) ED5: Students w/ improved academic performance.

Target : 73 (98%) k-8 students who complete the TMC Mentoring Program will show improved academic performance by being promoted to the next grade level

Target Value: 73

Instruments: Each of our sites uses their own sign-in sheets, documents, spreadsheets and/or databases for monitoring attendance and tracking outcomes. Those outcomes are then aggregated and submitted via Web form to TechMission's Salesforce system with the signature of the site director verifying their accuracy. TechMission's Salesforce system then totals the outcomes.

PM Statement: 73 (98%) k-8 students who complete the TMC Mentoring Program will show improved academic performance by being promoted to the next grade level

Result: Output

Result.

75 (75%) economically disadvantaged youth at-risk to leave secondary school without a diploma complete an intensive mentoring program meeting in at least a 1:3 mentor-to-child ratio for at least 48 hours during the year.

Economically disadvantaged youth includes those youth who are economically disadvantaged and 1 or more of the following: (A) Who are out-of-school youth, including out-of-school youth who are unemployed. (B) Who are in or aging out of foster care. (C) Who have limited English proficiency. (D) Who are homeless or who have run away from home. (E) Who are at-risk to leave secondary school without a diploma. (F) Who are former juvenile offenders or at risk of delinquency. (G) Who are individuals with disabilities.

Indicator: (DELETED) ED4: Youth/mentor matches sustained.

Target : 75 (75%) economically disadvantaged youth at-risk to leave secondary school without a diploma complete an intensive mentoring program meeting in at least a 1:3 mentor-to-child ratio for at least 48 hours during the year.

Target Value: 75

Instruments: Each of our sites uses their own sign-in sheets, documents, spreadsheets and/or databases for monitoring attendance and tracking outcomes. Those outcomes are then aggregated and submitted via Web form to TechMission's Salesforce system with the signature of the site director verifying their accuracy. TechMission's Salesforce system then totals the outcomes.

PM Statement: 75 (75%) economically disadvantaged youth at-risk to leave secondary school without a diploma complete an intensive mentoring program meeting in at least a 1:3 mentor-to-child ratio for at least 48 hours during the year

Priority Area: Education

Strategy to Achieve Results

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

(1)9-11 PROGRAMS

National Performance Measures

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

Because being held back a grade in school more than doubles a student's chances of dropping out before graduating high school, we will provide Members to 9-11 programs to help keep students on track academically. Based on past program data, we have reduced the percentage of students being held back a grade by 85%, compared to peers of the same demographic not participating in our programs. We estimate placing 14 Members at 10 teen program Sites next year. Members serve in the following areas:

ACADEMIC ASSISTANCE

The primary way we provide academic assistance to teens is through homework help and helping students pass the MCAS exams. By providing students with academic assistance and test taking skills, we equip them to pass the MCAS tests and prevent them from dropping out due to failing the test (passing is required to graduate).

COLLEGE PREP

Members also assist the teens with getting into college, giving them an important boost toward their future success. Members are involved in providing some combination of college readiness workshops, college advising, SAT prep, tech training, college placement services, homework help and math/reading/literacy support. Our SAT prep classes meet for 11 weeks for 3-4 hours a week. Our programs have shown an 88% college placement rate nationally for at-risk youth (compared to 30% of their peers).

Result: Intermediate Outcome

Result.

88 (98%) 9-11 students completing a TMC Educational Program show improved academic performance by being promoted to the next grade level

Indicator: (PRIORITY) ED5: Students w/ improved academic performance.

Target : 88 (98%) 9-11 students completing a TMC Educational Program show improved academic performance by being promoted to the next grade level

Target Value: 88

Instruments: Each of our sites uses their own sign-in sheets, documents, spreadsheets and/or databases for monitoring attendance and tracking outcomes. Those outcomes are then aggregated and submitted via Web form to TechMission's Salesforce system with the signature of the site director verifying their accuracy. TechMission's Salesforce system then totals the outcomes.

PM Statement: 88 (98%) 9-11 students completing a TMC Educational Program show improved academic performance by being promoted to the next grade level

Result: Output

National Performance Measures

Result.

90 (75%) grade 9-11 students will complete a TechMission Corps Educational Program where they will receive some combination of academic enrichment activities such as homework help, teaching lesson plans, technology training, character education, college readiness workshops, college advising, SAT prep, technology training and college placement services.

Indicator: (PRIORITY) ED2: Number of students who complete an AC ED program.

Target : 90 grade 9-11 students will complete a TechMission Corps Educational Program

Target Value: 90

Instruments: Each of our sites uses their own sign-in sheets, documents, spreadsheets and/or databases for monitoring attendance and tracking outcomes. Those outcomes are then aggregated and submitted via Web form to TechMission's Salesforce system with the signature of the site director verifying their accuracy. TechMission's Salesforce system then totals the outcomes.

PM Statement: 90 grade 9-11 students will complete an will complete a TechMission Corps Educational Program where they will receive will receive some combination of academic enrichment activities such as homework help, character education, academically-focused support, college readiness workshops, college advising, SAT prep, technology training and college placement services g that will enable them to be promoted to the next grade. Completion is defined as 40 hours of program activity in a year.

Result: Output

Result.

120 grade 9-11 students will start a TechMission Corps Educational Program where they will receive will receive some combination of academic enrichment activities such as homework help, teaching lesson plans, technology training, character education, academically-focused support, college readiness workshops, college advising, SAT prep, technology training, math/reading/literacy support and college placement services.

Indicator: ED1: Students who start in an AC ED program.

Target : 120 grade 9-11 students will start a TechMission Corps Educational Program

Target Value: 120

Instruments: Each of our sites uses their own sign-in sheets, documents, spreadsheets and/or databases for monitoring attendance and tracking outcomes. Those outcomes are then aggregated and submitted via Web form to TechMission's Salesforce system with the signature of the site director verifying their accuracy. TechMission's Salesforce system then totals the outcomes.

PM Statement: 120 grade 9-11 students will start a TechMission Corps Educational Program where they will receive will receive some combination of academic enrichment activities such as homework help, teaching lesson plans, technology training, character education, college readiness workshops, college advising, SAT prep, technology training, math/reading/literacy support and college placement services.

Priority Area: Education

Strategy to Achieve Results

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

(2)TEEN PROGRAMS

National Performance Measures

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

TMC's teen programs focus on helping at-risk teens meet graduation requirements and enroll in college. We estimate placing 16.5 FTE at 10.5 teen program Sites next year, serving an average of 24 teens per FT Member.

To help teens graduate high school and get into college, Members provide some combination of college readiness workshops, college advising, SAT prep, technology training, college placement services and mentoring. We provide academic assistance through homework help and helping students pass the standardized tests required to graduate. Members assist teens with getting into college, investing in their future success. Our mentoring programs, which focus on getting students into and succeeding in college, will pair 150 youth with mentors for at least 48 hours each year. Some of our Sites follow a rigorous SAT prep program with classes that meet for 11 weeks for 3-4 hours a week. Our programs have shown an 88% college placement rate for at-risk youth (compared to 30% of their peers).

Approximately 2.5 to 3.5 FTE TMC Volunteer Coordinators will work with our online volunteer matching websites iVolunteering.org & ChristianVolunteering.org.

These volunteers tie directly to the needs and outcomes in this grant in the following ways: 1) 525 (15%) of the volunteers TMC sites serving at-risk youth providing homework help, academic support, mentoring and other service areas that are directly focused on the academic outcomes in this grant, 2) 910 (26%) of the volunteers recruited through our online sites will serve at-risk youth at other organizations focused on similar outcomes as those listed in this grant, and 95% of the 3,500 volunteers are focused on direct service activities (both at TMC sites and other organizations) while 5% are focused on capacity building activities, 3) Our online volunteer recruitment provides a recruiting funnel that enables the recruitment that enabled TMC to have 8 qualified applicants for every 1 AmeriCorps position with 63% of our members being Black and Latino serving as role models and improving our overall outcomes

Result: Output

Result.

30 (75%) economically disadvantaged grade 9-11 youth at-risk to leave secondary school without a diploma complete an intensive mentoring program meeting in at least a 1:3 mentor-to-child ratio for at least 48 hours during the year. Economically disadvantaged youth includes those youth who are economically disadvantaged

National Performance Measures

Result.

and 1 or more of the following: (A) Who are out-of-school youth, including out-of-school youth who are unemployed. (B) Who are in or aging out of foster care. (C) Who have limited English proficiency. (D) Who are homeless or who have run away from home. (E) Who are at-risk to leave secondary school without a diploma. (F) Who are former juvenile offenders or at risk of delinquency. (G) Who are individuals with disabilities.

Indicator: (DELETED) ED4: Youth/mentor matches sustained.

Target : 30 (75%) economically disadvantaged grade 9-11 youth at-risk to leave secondary school without a diploma complete an intensive mentoring program meeting in at least a 1:3 mentor-to-child ratio for at least 48 hours during the year.

Target Value: 30

Instruments: Each of our sites uses their own sign-in sheets, documents, spreadsheets and/or databases for monitoring attendance and tracking outcomes. Those outcomes are then aggregated and submitted via Web form to TechMission's Salesforce system with the signature of the site director verifying their accuracy. TechMission's Salesforce system then totals the outcomes.

PM Statement: 30 (75%) economically disadvantaged grade 9-11 youth at-risk to leave secondary school without a diploma complete an intensive mentoring program meeting in at least a 1:3 mentor-to-child ratio for at least 48 hours during the year

Result: Intermediate Outcome

Result.

29 Students will be promoted to the next grade level

Target : 29 (98%) 9-11 students who complete the TMC Mentoring Program will show improved academic performance by being promoted to the next grade level

Target Value: 29

Instruments: Each of our sites uses their own sign-in sheets, documents, spreadsheets and/or databases for monitoring attendance and tracking outcomes. Those outcomes are then aggregated and submitted via Web form to TechMission's Salesforce system with the signature of the site director verifying their accuracy. TechMission's Salesforce system then totals the outcomes.

PM Statement: 29 (98%) 9-11 students who complete the TMC Mentoring Program will show improved academic performance by being promoted to the next grade level

Result: Output

Result.

40 (75%) economically disadvantaged grade 9-11 youth at-risk to leave secondary school without a diploma start an intensive mentoring program meeting in at least a 1:3 mentor-to-child ratio for at least 48 hours during the year. Economically disadvantaged youth includes those youth who are economically disadvantaged and 1 or more of the following: (A) Who are out-of-school youth, including out-of-school youth who are unemployed. (B) Who are in or aging out of foster care. (C) Who have limited English proficiency. (D) Who are homeless or who have run away from home. (E) Who are at-risk to leave secondary school without a diploma. (F) Who are former

National Performance Measures

Result.

juvenile offenders or at risk of delinquency. (G) Who are individuals with disabilities.

Indicator: (DELETED) ED3: Youth/mentor matches started.

Target : 40 economically disadvantaged youth at-risk to leave secondary school without a diploma begin an intensive mentoring program meeting in at least a 1:3 mentor-to-child ratio for at least 48 hours during the year.

Target Value: 40

Instruments: Each of our sites uses their own sign-in sheets, documents, spreadsheets and/or databases for monitoring attendance and tracking outcomes. Those outcomes are then aggregated and submitted via Web form to TechMission's Salesforce system with the signature of the site director verifying their accuracy. TechMission's Salesforce system then totals the outcomes.

PM Statement: 40 economically disadvantaged youth at-risk to leave secondary school without a diploma begin an intensive mentoring program meeting in at least a 1:3 mentor-to-child ratio for at least 48 hours during the year

Priority Area: Education

Strategy to Achieve Results

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

(2)TEEN PROGRAMS

TMC's teen programs focus on helping at-risk teens meet graduation requirements and enroll in college. We estimate placing 16.5 FTE at 10.5 teen program Sites next year, serving an average of 24 teens per FT Member.

To help teens graduate high school and get into college, Members provide some combination of college readiness workshops, college advising, SAT prep, technology training, college placement services and mentoring. We provide academic assistance through homework help and helping students pass the standardized tests required to graduate. Members assist teens with getting into college, investing in their future success. Our mentoring programs, which focus on getting students into and succeeding in college, will pair 150 youth with mentors for at least 48 hours each year. Some of our Sites follow a rigorous SAT prep program with classes that meet for 11 weeks for 3-4 hours a week. Our programs have shown an 88% college placement rate for at-risk youth (compared to 30% of their peers).

Approximately 2.5 to 3.5 FTE TMC Volunteer Coordinators will work with our online volunteer matching websites iVolunteering.org & ChristianVolunteering.org.

These volunteers tie directly to the needs and outcomes in this grant in the following ways: 1) 525 (15%) of the

National Performance Measures

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

volunteers TMC sites serving at-risk youth providing homework help, academic support, mentoring and other service areas that are directly focused on the academic outcomes in this grant, 2) 910 (26%) of the volunteers recruited through our online sites will serve at-risk youth at other organizations focused on similar outcomes as those listed in this grant, and 95% of the 3,500 volunteers are focused on direct service activities (both at TMC sites and other organizations) while 5% are focused on capacity building activities, 3) Our online volunteer recruitment provides a recruiting funnel that enables the recruitment that enabled TMC to have 8 qualified applicants for every 1 AmeriCorps position with 63% of our members being Black and Latino serving as role models and improving our overall outcomes

Result: Output

Result.

15 (75%) grade 12 economically disadvantaged youth at-risk to leave secondary school without a diploma complete an intensive mentoring program meeting in at least a 1:3 mentor-to-child ratio for at least 48 hours during the year. Economically disadvantaged youth includes those youth who are economically disadvantaged and 1 or more of the following: (A) Who are out-of-school youth, including out-of-school youth who are unemployed. (B) Who are in or aging out of foster care. (C) Who have limited English proficiency. (D) Who are homeless or who have run away from home. (E) Who are at-risk to leave secondary school without a diploma. (F) Who are former juvenile offenders or at risk of delinquency. (G) Who are individuals with disabilities.

Indicator: (DELETED) ED4: Youth/mentor matches sustained.

Target : 15 (75%) grade 12 economically disadvantaged youth at-risk to leave secondary school without a diploma complete an intensive mentoring program meeting in at least a 1:3 mentor-to-child ratio for at least 48 hours during the year.

Target Value: 15

Instruments: Each of our sites uses their own sign-in sheets, documents, spreadsheets and/or databases for monitoring attendance and tracking outcomes. Those outcomes are then aggregated and submitted via Web form to TechMission's Salesforce system with the signature of the site director verifying their accuracy. TechMission's Salesforce system then totals the outcomes.

PM Statement: 15 (75%) grade 12 economically disadvantaged youth at-risk to leave secondary school without a diploma complete an intensive mentoring program meeting in at least a 1:3 mentor-to-child ratio for at least 48 hours during the year

Result: Intermediate Outcome

Result.

9 (75%) at-risk grade 12 students that complete a TMC Educational Program that graduate high school will be placed in college

National Performance Measures

Result.

Indicator: ED10: Students entering post-secondary institutions.

Target : 9 (75%) at-risk grade 12 students that complete a TMC Educational Program that graduate high school will be placed in college

Target Value: 9

Instruments: Each of our sites uses their own sign-in sheets, documents, spreadsheets and/or databases for monitoring attendance and tracking outcomes. Those outcomes are then aggregated and submitted via Web form to TechMission's Salesforce system with the signature of the site director verifying their accuracy. TechMission's Salesforce system then totals the outcomes.

PM Statement: 9 (75%) at-risk grade 12 students that complete a TMC Educational Program that graduate high school will be placed in college

Result: Output

Result.

20 economically disadvantaged grade 12 youth at-risk to leave secondary school without a diploma start an intensive mentoring program meeting in at least a 1:3 mentor-to-child ratio for at least 48 hours during the year. Economically disadvantaged youth includes those youth who are economically disadvantaged and 1 or more of the following: (A) Who are out-of-school youth, including out-of-school youth who are unemployed. (B) Who are in or aging out of foster care. (C) Who have limited English proficiency. (D) Who are homeless or who have run away from home. (E) Who are at-risk to leave secondary school without a diploma. (F) Who are former juvenile offenders or at risk of delinquency. (G) Who are individuals with disabilities.

Indicator: (DELETED) ED3: Youth/mentor matches started.

Target : 20 grade 12 economically disadvantaged youth at-risk to leave secondary school without a diploma begin an intensive mentoring program meeting in at least a 1:3 mentor-to-child ratio for at least 48 hours during the year.

Target Value: 20

Instruments: Each of our sites uses their own sign-in sheets, documents, spreadsheets and/or databases for monitoring attendance and tracking outcomes. Those outcomes are then aggregated and submitted via Web form to TechMission's Salesforce system with the signature of the site director verifying their accuracy. TechMission's Salesforce system then totals the outcomes.

PM Statement: 20 grade 12 economically disadvantaged youth at-risk to leave secondary school without a diploma begin an intensive mentoring program meeting in at least a 1:3 mentor-to-child ratio for at least 48 hours during the year

Result: Intermediate Outcome

Result.

12 (80%) at-risk grade 12 students completing a TMC Educational Program will graduate high school on time (within 4 years)

Indicator: ED9: Students graduating from high school on-time with a diploma.

12 (80%) at-risk grade 12 students completing a TMC Educational Program will graduate high

National Performance Measures

Result.

Target : school on time (within 4 years)

Target Value: 12

Instruments: Each of our sites uses their own sign-in sheets, documents, spreadsheets and/or databases for monitoring attendance and tracking outcomes. Those outcomes are then aggregated and submitted via Web form to TechMission's Salesforce system with the signature of the site director verifying their accuracy. TechMission's Salesforce system then totals the outcomes.

PM Statement: 12 (80%) at-risk grade 12 students completing a TMC Educational Program will graduate high school on time (within 4 years)

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