



# AmeriCorps Washington

## Subgrantee Quarterly Update

April 28, 2022 – 10:00am

Please sign-in via the chat box:

- Organization/Program
- Name(s)
- What are you most looking forward to this spring?

## AGENDA

10:00 am	<b>Welcome and Sign-In</b> <b>Executive Director Update</b>	Robyn Harris Amber Martin-Jahn
	<b>Recruitment</b> <i>It's that time of year for most programs! Serve WA will review recruitment tools available to programs, and new research provided by AmeriCorps. <b>If you have unique recruitment strategies, plan to share with your peers!</b></i>	Jenny Benson Lou Thompson
	<b>NSCHC Micro Training</b> <i>Serve WA will provide a year in review, including electronic adjudication and highlights WA programs should pay attention to. <b>If not already completed, review the Fieldprint step-by-step guide in Litmos called "Fieldprint AmeriCorps Grantee Guide (NSCHC)" created 1/24/22.</b></i>	Robyn Harris
	<b>Peer Sharing</b> <i>The Washington Service Corps, a large statewide intermediary, will share some key changes in member/site recruitment, development, training and support they believe will enhance their overall program. <b>Do you have information you would like to share with your peers?</b></i>	Ashley Palmer
	<b>General Announcements</b> <ul style="list-style-type: none"> <li>• FY22 Federal Budget</li> <li>• FY22 Competitive/Formula Grant-Making</li> <li>• Serve WA Staff Changes</li> <li>• Member Communication</li> <li>• Service Location Reminder</li> <li>• Events/Training Calendar</li> </ul>	Robyn Harris
	<b>Networking Time</b> <i>Get to know your peers. Groups will decide how to best use their time together. One suggestion is to share how you honor AmeriCorps members near the end of the term and how you remain engaged with alumni? <b>What are your member exit strategies?</b></i>	All
11:30 am	<b>Adjourn and THANK YOU</b>	





Message from  
Serve Washington  
Executive Director  
Amber Martin-Jahn



# AmeriCorps Recruitment Efforts

- AmeriCorps Office of External Affairs setting up a recruitment team:
  - Jackie Dulude, Recruitment and Outreach Manager
- Technology Investment
  - Handshake
  - Digital Asset Management (DAM) Platform
- Marketing Campaign



# Serve WA Recruitment Efforts

- ASC Workgroup
  - Thought partnership with national network
  - Push collective message to AmeriCorps
- New Staffing
  - Communications
  - Member support
- Service Year
  - [State-wide network](#)
  - [Customized questions](#)
  - [Resource Hub](#)
  - Member retention support



# Recruitment Resources

- ASC [Recruitment Support Materials](#)
  - Learning Modules
  - Recruitment Resource Guide
- Basecamp
  - Peer Resource Library



# Recruitment

- Content shared from the [work](#) of Matthew Hudson-Flege, PhD, presented on an AmeriCorps webinar in February 2022 titled:

[Recruiting and Supporting Diverse AmeriCorps Members](#)

After analyzing the data, 4 distinct member profiles emerged:

- Public Servants
- Gappers
- Wanderers
- Young Idealists



# Recruitment

## Public Servants

- Recent College Graduates
- High level of Public Service Motivation
- Joining AmeriCorps to springboard career in nonprofit/public/helping sectors; looking for opportunity to refine career interests within the public service realm
- Approximately 1/3 of Young Adult AmeriCorps Members

*Recruitment Message: focus on career & personal growth opportunities + the ed award*





# Recruitment

## Gappers

- Recent College Graduates
- Low-Moderate level of Public Service Motivation
- Joining AmeriCorps to
  - discover new career pathways
  - enter nonprofit sector
  - take a “break” before launching their career
- Approximately 1/3 of Young Adult AmeriCorps Members

*Recruitment Message: focus on career opportunities + ed award + health benefits*



# Recruitment

## Wanderers

- High School Graduates with some college or work experience
- Low-Moderate level of Public Service Motivation
- Joining AmeriCorps to find direction & purpose; looking for a job
- Approximately 17% of Young Adult AmeriCorps Members
- *Note: Wanderers represent greater racial, gender, & economic diversity than AmeriCorps members as a whole*

*Recruitment Message: focus on technical skills learned + ed award + health benefits*



# Recruitment

## Young Idealists

- Recent High School Graduates
- High level of Public Service Motivation
- Joining AmeriCorps to make an impact in “the real world” right away; didn’t want to go right to college
- Approximately 17% of Young Adult AmeriCorps Members
- *Note: Young Idealists represent greater racial, gender, & economic diversity than AmeriCorps members as a whole*

*Recruitment Message: focus on hands on service opportunities & making an impact + ed award + supporting career growth*



# Recruitment

All looking for opportunity to do meaningful work

All have a desire to hear authentic stories/testimonials from “people like me,” and an aversion to overly polished marketing campaigns.

## **Helpful Member Support:**

- Learning new skills
- “On the Job” training from more experienced members
- Open-door policy from program staff

## **Member Support Needed:**

- How to best use Segal AmeriCorps Education Award
- Preparing for life after AmeriCorps
- Professional growth & development support



# NSCHC

(in review)



# NSCHC Rule Quick Summary

- NSCHC applies to all AmeriCorps members and Staff who charge time (federal or match) to cost reimbursement grants
- NSCHC applies to these individuals 18 and older
- ALL checks are required
  - NSOPW
  - State of Service (WA) and State of Residence (Out-of-State)
  - FBI
- NSCHC must be complete and adjudicated BEFORE beginning work or service
- WA requires use of Truescreen and Fieldprint
- <https://americorps.gov/grantees-sponsors/history-check>
  - Scroll down and click on NSCHC Rule Quick Summary



# NSCHC Rule Quick Summary

- Who is ineligible to work/serve? Individuals who...
  - refuse to consent to NSCHC
  - make a false statement in connection to NSCHC
  - are registered, or required to be registered, on a state sex offender registry or the NSOR
  - have been convicted of murder
  
- <https://americorps.gov/grantees-sponsors/history-check>
  - Scroll down and click on NSCHC Rule Quick Summary



# Adjudication

Adjudication = one more step beyond simply running the check, completing the check, saving the check, looking at the check, etc.

Adjudication = documenting proof of review and determining eligibility

Adjudication = done electronically in both Truescreen and Fieldprint

Adjudication = must be complete BEFORE work or service





# Caution!

- If adjudication is not dated/signed it CANNOT be deemed on time or compliant and will be indefinitely noncompliant
- Spelling/Grammar is a must (spaces, hyphens, etc.), CANNOT assume system performance on like names and will be indefinitely noncompliant
- Keep your NSCHC policy and procedure regularly updated, this is required and can be requested by AmeriCorps/Serve WA
  - NSCHC P&P Checklist available
- Truescreen platform update coming in May
- Fieldprint adjudication updates complete
  - Reviewed on previous webinars and training in Litmos
- AC has added trainings available in Litmos
  - Annual certification remains required



# Fieldprint Account “Mapping”

Similar to your Truescreen accounts, AmeriCorps will “map” Commissions to your Fieldprint accounts for monitoring and oversight.

- Email sent 4/14
- Take action by 5/2
- Mapping complete summer of 2022



# Questions?





# WASHINGTON SERVICE CORPS

Program Adjustments



Member Benefits, Support  
and Service Experience



Site Recruitment, Benefits  
and Support



Shifting from Compliance  
Culture to Member  
Centered Design

THANK YOU

[Ashley.palmer@esd.wa.gov](mailto:Ashley.palmer@esd.wa.gov)

# General Announcements

- FY22 & FY23 Federal Budget
  - <https://americorps.gov/about/agency-overview/budget-performance-plans>
- FY22 Competitive/Formula Grant-Making
- Serve WA Staff Changes
- Member Communication
- Service Location Reminder
- Events/Training Calendar



# FY22 AmeriCorps NOFO

## **PY22-23 Grant-Making**

- Increased Living Allowance for FT
  - \$16,502 – \$33,004 (\$502 increase to the minimum)
- Increased Maximum Cost/MSY
  - \$21,600 (\$1,600 increase)
- Ed Award
  - TBD (amounts [here](#) – pay attention to FY)

## **Competitive**

- Clarification complete
- Mid-May award announcements and resolution

## **Formula**

- April 29 (tomorrow) – GRC meets
- May 2 – clarification
- May 16 – award announcements and resolution





# Member Communication

Serve Washington to expand communication directly to members in PY22 primarily for events and training opportunities (programs remain primary means of communication):

- In what ways do you think this benefits members to have direct access to Serve WA resources?
- What would be most helpful in our consideration?
- What might be some unintended impacts?

Send your thoughts to your Program Officer...



## PROGRAM YEAR EVENTS CALENDAR

Event	Dates	Point of Contact	Additional Info
Swearing-In Ceremony	October 22	Mary	
MLK Day of Service	January 17	Jenny	
AmeriCorps Week Day at the Capitol	March 13-19 N/A	Rachel	Now includes AmeriCorps Seniors and NS Recognition.
Member Networking	March 15 12pm-1pm	Katharine/Lou	Combined with AmeriCorps Week.
Volunteer Week Governor Awards Mariners Salute	April 17-23 Virtual April 23	Denise	
<b>Service Unites (National Conference on Volunteering and Service)</b>	July 13-15 (Orlando, FL)	Points of Light	<a href="http://pointsoflight.org/conference">pointsoflight.org/conference</a>
<b>Year-End Celebrations</b>	Varies	Programs	Invite VIPs, Commissioners, Serve WA staff.
<b>Swearing-In Ceremony</b>	October 21	Mary	Save the Date for PY22!



## PROGRAM YEAR TRAINING CALENDAR

Training	Dates	Point of Contact	Additional Info
"Developing Our Resilience & Grit" Think for Good, Inc	October 22 1pm-2:30pm	Mary	Aligns with Swearing-In Ceremony
"Defining Out Paths Towards Liberation" Paradigm Shift	October 22 3pm-5pm	Mary	Aligns with Swearing-In Ceremony
Subgrantee Webinar	October 28 10am-11:30am	Robyn	
Follow-Up Session Think for Good, Inc	November 17 9am-10am	Mary	Aligns with Swearing-In Ceremony
Subgrantee Webinar	January 27 10am-11:30am	Robyn	
Leader Corps	February 16-17 & March 16-17	Mary	
Serve WA Fiscal Review of Unexpended and FFR	March 10	Thomas	
Fund Development & Storytelling	March 3 10am-12pm	Katharine	<a href="#">The Profitable Nonprofit</a> Pamela Oakes
<b>Responsive Volunteer Support</b>	April 12, 19, 26 3 Sessions	Lou	<a href="#">VolunteerPro</a> Tobi Johnson
<b>Subgrantee Webinar</b>	April 28 10am-11:30am	Robyn	
<b>Member Wellness Series</b>	April/May	Mary	Email sent 3/21
<b>Regional Conference</b>	June 1-3 (Albuquerque, NM)	Robyn	
<b>People-Centered Approach to Engaging Volunteers</b>	June 22	Lou	<a href="#">VQ Strategies</a> Beth Steinhorn
<b>Leadership Forum for National Service Execs</b>	TBD (UW, Seattle)	Jenny	Reimagining in process! Take the survey!
<b>Annual Subgrantee Meeting</b>	July 13-15	Robyn	
<b>Mental Health Workshops</b>	July TBD	Jenny	<a href="#">The Steve Fund</a>
<b>Personal Preparedness</b>	September 15 10am-12pm	Celso (CERT)	During National Preparedness Month



Thursday, June 2, 2022

8:00-9:00am | Coffee and Tea Available

8:30-10:00am (90 minutes)  
Block C

**Disrupting the Digital Divide — Creating Social Connections for Older Adults**  
Paul Iarrobino

**Promoting AmeriCorps as an Organizational Capacity Building Grant**  
Sharon Tewksbury-Bloom

**Personalizing and Energizing Esprit de Corps**  
Kristen Thomas & Dr. Chanika R. Perry

**Successful Going Forward: Financial Roundtable for Fiscal Managers at Commissions**  
Susan Meche

**Mental Wellbeing Self-Care**  
Suzanne L. Pearlman

10:00-10:15am (15 minutes) | Break

10:15-11:45am (90 minutes)  
Block D

**Recruitment: Service Year Alliance's Lessons Learned from 2021 and Practices for 2022**  
Jonas Kane & Aly Ferguson

**Meaningful Community Engagement: What Might it Look Like?**  
Mike Moon & LaDawn Stoddard

**Public Policy Updates**  
ASC Staff

**AmeriCorps State and National — Compliance From the Perspective of the Grant Budget**  
Scott S. Sheffler & Jerry Bertrand

**Living and Leading Intentionally 2.0**  
Tray T.S. Deadwyler

11:45am-12:00pm (15 minutes) | Break

12:00-1:30pm (90 minutes)  
Keynote Plenary and Lunch

Keynote: Sarah Eagle Heart

1:30-1:45pm (15 minutes) | Break

1:45-3:15pm (90 minutes)  
Block E

**Am I Making the Right Decision: Professional Ethics in Volunteer Administration**  
Faiza Venzant

**What to Do — and Not Do — in Writing a State Service Plan**  
Samuel Sokolove

**Reengaging Volunteers During a Pandemic: New Ways and Time-Tested Truths**  
Dana Litwin

**Nuts and Bolts that Connect Grants Management**  
Susan Meche

**Design Volunteer Events that Create Super Volunteers**  
Grady Lee

3:15-3:30pm (15 minutes) | Break

3:30-5:00pm (90 minutes)  
Block F

**Strengthening Your Commission or Board**  
Bill Hulterstrom

**Incorporating Belonging Culture, Asset-based Framework, and Skills Attainment into Your National Service Program**  
Bryan Hall

**Imposter Syndrome: What it Is and How to Navigate**  
Jason Masino

**Cost Allocation and Indirect Costs**  
Scott S. Sheffler

**Redefining Community**  
Beth Steinhorn

5:30-8:00pm

Optional Networking



# Networking Time



Breakout Sessions



# Closing

Questions?

**Annual Meeting Next! July 13-15 (virtual)**  
send topics of interest to [robyn.harris@ofm.wa.gov](mailto:robyn.harris@ofm.wa.gov)



goodbye coda  
bye-bye  
Auf-wiedersehen  
thankyou envol  
adieu  
seeya  
cheers  
godspeed  
toodle-oo Au-revoir  
Arrivederci  
conclusion  
leave-taking  
regards  
farewell  
sayonara  
cheerio  
ciao culmination  
so long  
adios

