Member Development: Creating Corps Culture & Developing AmeriCorps Members

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Think about an organization, past or present, that stands out in your memory as an environment in which you really thrived. Answer the following:

- What was the personality/character of the organization?
- What values were fundamental/distinctive to the organization and guided your work?
- What attribute(s) did the leader possess that influenced the characteristics of the organization?

Take a moment for individual reflection and then discuss at your table. Note any common themes.
Program Director’s Task:

To integrate AmeriCorps culture into the organization’s culture without diminishing or neglecting key components of each.
Culture of AmeriCorps

Mission

Direct Service:
To “get things done” for America.

Capacity Building:
To strengthen nonprofits and the volunteer sector.

Member Development:
To expand educational opportunity and build future leaders.

Community Building:
To leverage a powerful return on investment.
Culture of AmeriCorps

The Norms

Examples include (but are not limited to):

- Federal, State, and Local Regulations
- Prohibited or Unallowable Activities
- Organizational Policies & Procedures
- Member Contract
- Position Description
- Standards of Conduct/Behavior
Culture of AmeriCorps
The Values

The AmeriCorps Pledge

I will get things done for America—to make our people safer, smarter, and healthier.
I will bring Americans together to strengthen our communities.
Faced with apathy, I will take action.
Faced with conflict, I will seek common ground.
Faced with adversity, I will persevere.
I will carry this commitment with me this year and beyond.
I am an AmeriCorps member, and I will get things done.
Culture of AmeriCorps
The Symbols

AMERICORPS MISSOURI
AMERICORPS VISTA
SENIOR CORPS
SOCIAL INNOVATION FUND

Corporation for NATIONAL & COMMUNITY SERVICE

I LOVE NATIONAL SERVICE

MARTIN LUTHER KING JR.
MAKE IT A DAY ON
DAY OF SERVICE

NOT A DAY OFF
Commitment to AmeriCorps Identification

An AmeriCorps program is required to:

- Identify the AmeriCorps program and AmeriCorps Members as such;
- Use the AmeriCorps logo on program-related materials (e.g. service gear, website, stationery, recruitment brochures, signs/banners, social media, etc.);
- Prominently display AmeriCorps signage in service site locations;
- Train AmeriCorps Members about National Service and how to talk about their service; and
- Ensure that AmeriCorps Members wear the logo during service hours.
Culture of AmeriCorps

The Language

AmeriCorps Members are called AmeriCorps Members; not volunteers, interns, etc.

Members serve; not work.

Members receive a living allowance; not a salary or wage.

The service experience is a term of service or service opportunity; not a job or internship.
Member Development

**CNCS Goals**

- **Expanding Educational Opportunity**
  - Eli Segal AmeriCorps Education Award for college or to repay qualified student loans.

- **Preparing the 21st Century Workforce**
  - Pathway to economic opportunity/employability.

- **Creating Future Leaders**
  - Skill development / lifelong ethic of service.
Program Directors are required to provide, at a minimum:

- New Member Orientation
- Training specific to direct service activities
- Training required by MCSC (*First Aid, CPR, Disaster Preparedness/Emergency Response, and Citizenship*)
- Life after AmeriCorps training

Reference:
2017 Program Directors Handbook, Member Development section
Member Development

Additional Requirements

80/20 Rule:
- No more than 20% of aggregate Member hours should be dedicated to training.

Documentation:
- The program must maintain an agenda and sign-in sheet for each training session, including New Member Orientation.
- Completion of MCSC-required trainings must be documented in the Member records/files.
Additional Requirements

Financial Considerations:

- If applicable, agency-provided meals at training sessions should adhere to the MCSC policy regarding *Reimbursement for Meals and Lodging*.

- If applicable, travel to agency-sponsored training sessions must adhere to the MCSC policies for *Mileage Reimbursement* (for mileage) and *Reimbursement for Meals and Lodging* (for lodging).
Q&A

Remember to use the Program Directors Handbook as a reference for the Member Development requirements and network with your fellow Program Directors for training ideas or possibilities for collaboration.