Member Development

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Program Directors Training
06/26/19
Accountability is essential to personal growth, as well as team growth. How can you improve if you're never wrong? If you don't admit a mistake and take responsibility for it, you're bound to make the same one again.

# Pat Summitt
Pieces of the AmeriCorps Puzzle

Direct Service: Getting things done for America.

Capacity Building: Strengthening nonprofits and the volunteer sector.

Member Development: Expanding educational opportunity and building future leaders.

Community Building: Leveraging a powerful return on investment.
Member Development:

- Member Development: a strategic process that focuses attention on helping members to learn how to create their own unique 'pathways' within the organization to achieve their personal and professional goals.
Member Development

CNCS Goals

Expanding Educational Opportunity
- Upon successful completion of a term of service, AmeriCorps Members earn a Segal AmeriCorps Education Award to pay for college or repay qualified student loans.

Preparing the 21st Century Workforce
- AmeriCorps is a pathway to economic opportunity that provides AmeriCorps Members with valuable skills sought by employers.

Creating Future Leaders
- AmeriCorps Members gain new and useful skills, advance their education, and become more connected to their communities. As a result, they are more likely to be civically engaged, go into public service careers, and volunteer in their communities.
When planning for the Program year, you should frame the culture of your program and promote that culture from start to finish.
Culture

- Culture is the ideas, customs, social behaviors of particular people or society.
Talk the Talk

• 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; not a job or internship.
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

- Federal, State, and Local Regulation
- Prohibited or Unallowable Activities
- Organizational Policies & Procedures
- Member Contract
- Position Description
- Standards of Conduct/Behavior
Program Directors Responsibilities

- Provide New Member Orientation to each Member at the commencement of service.
- Provide training specific to direct service activities. Provide training as required by MCSC (*First Aid, CPR, Disaster/Emergency Response, Citizenship, and Respectful Treatment*).
- Providing professional development and new skills
- Providing a meaningful service experience.
- Provide Life after AmeriCorps training.
Walk the Walk

• Familiarize members with prohibited or unallowable activities.
• Use the AmeriCorps logo on program related materials (e.g. service gear, website, stationery, signs/banners, social media).
• Prominently display AmeriCorps signage in service site locations.
• Ensure members wear the logo during service hours.
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.

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).
LOVE CHALLENGES, BE INTRIGUED BY MISTAKES, ENJOY EFFORT AND KEEP ON LEARNING.

CAROL DWECK