



AmeriCorps

Fiscal Year 2025: Annual Plan for Grantmaking and National Service Position Allocation

AmeriCorps

Purpose of The Annual Plan

AmeriCorps' mission is to improve lives, strengthen communities, and foster civic engagement through service and volunteering. AmeriCorps accomplishes this mission in communities through volunteer services in a variety of programs.

The Annual Plan for Grantmaking and National Service Position Allocation (The Annual Plan) is the formal vehicle through which the Board of Directors authorizes the Chief Executive Officer to make grants and/or enroll (or authorize grantees to enroll) eligible individuals in national service positions for AmeriCorps State and National, VISTA, and NCCC programs. It also authorizes AmeriCorps Seniors to award grants.

National Service Position authorizations in the Plan represent aggregate program slots and partnerships slots. These authorizations are issued to AmeriCorps State and National, VISTA, NCCC programs and Strategic Partnerships as member service years (MSYs). For the AmeriCorps VISTA and AmeriCorps NCCC programs, an MSY authorizes the program to enroll a single individual as an AmeriCorps member. For AmeriCorps VISTA, an MSY is equal to 12 months of full-time service (or approximately five summer associate terms). For AmeriCorps State and National, an MSY authorizes the enrollment of a single full-time member or a combination of three-quarter time, part-time, reduced part-time, minimum time, or abbreviated time members that will equal 1700 hours of service. For interagency partnerships AmeriCorps will provide Segal AmeriCorps Education Awards to designated national service participants in programs operated by other agencies.

This plan is for grantmaking using Fiscal Year 2024 annual appropriations. Due to the timing of Annual Plan approval, FY 2025 funding allocations are unavailable. This Plan will be revisited and resubmitted to the Board of Directors if AmeriCorps receives a higher or lower appropriation for FY 2025 resulting in changes to competitive grantmaking or authorized national service positions.

All funding allocations in this Annual Plan assume funding levels consistent with the FY 2024 appropriation. These amounts are subject to adjustment upon the enactment of the final FY 2025 appropriation. In addition, these amounts do not reflect the possible effect of the exercise of authorities to reserve and allocate funding for non-grant making purposes which could reduce the amount of funding ultimately available for grants.

AmeriCorps State and National FY 2025 Annual Plan

Funding Allocation: \$502,578,507

Target Member Service Year (MSY) Level: 43,000; (63,000 members)

Changes in FY 2025

- Simplified the FY 2025 Notice of Funding Opportunity as part of an [OMB pilot project](#) to make federal grants more accessible. ASN decreased the length of the NOFO, simplified by using plain language and removed information that was not directly relevant to the grant making process.

Key Milestones:

Competitive

- August 2024: Publish Notice of Funding Opportunity
- January 2025: Applications due
- April 2025: Applicant notification
- June 2025: All awards made

Native Nations

- September 2024: Publish Notice of Funding Opportunity
- April 2025: Applications due
- May 2025: Applicant notification
- July 2025: All awards made

Formula

- TBD (when the Agency has a budget): Publish Notice of Funding Opportunity
- Applications due: May 2025
- July 2025: All awards made

Funding Priorities

Serve Communities:

- Serve communities with concentrated poverty, rural communities, tribal communities, and historically underrepresented and underserved individuals. These may include people of color, immigrants, refugees, people with disabilities, LGBTQIA+ individuals, people with arrest or conviction records, religious minorities, etc.;

- Implement programs for or expand access to high-quality youth mental health and substance use recovery services and prepare AmeriCorps members to enter behavioral health careers. These may include individuals with lived experience with substance use and mental health challenges to support youth mental health efforts and continued AmeriCorps work on the opioid epidemic;
- Focus on improving the quality of life for veterans, active-duty members of the Armed Forces, and their families by recruiting veterans, military spouses, and their older children into national service;
- Promote environmental stewardship to help communities (especially underserved households and communities) to be more resilient by reducing greenhouse gas emissions, conserving land and water, increasing renewable energy use and improving at-risk ecosystems;
- Support civic bridgebuilding programs and projects to reduce polarization and community divisions; and providing training in civic bridgebuilding skills and techniques to AmeriCorps members;

Benefit AmeriCorps Members:

- Provide benefits to AmeriCorps members aimed at enhancing member experience and bolstering member recruitment and retention such as paying more than the minimum living allowance, transportation, housing, food, etc.;
- Create workforce pathways for AmeriCorps members, including deliberate training, certifications, and hiring preferences or support;
- Enhance and expand services to second chance youth and/or engage those youth as AmeriCorps members;
- Develop and train the next generation of diverse public health leaders through service while addressing pressing community health challenges. Review Public Health AmeriCorps Priority in the Mandatory Supplemental Information for eligibility information;

Use Evidence:

- Utilize reports from the [AmeriCorps Evidence Exchange](#) on programs assessed as having Moderate or Strong evidence to scale, replicate, or adapt the intervention;

Faith-Based:

- Organizations that are faith-based; and

American Climate Corps:

- Please note that applicants may propose projects to be affiliated with the American Climate Corps (ACC), which is a federal government national service and workforce development initiative focused on training young people for the clean energy and climate resilience workforce. Applicants who are interested must demonstrate that their project funds ACC eligible positions meeting the following criteria:
 - The position has verifiable climate or environmental impact.

- The position is temporary (term-limited), and the term length is at least 300 hours.
- The position includes skills-based training as part of the program and provides a pathway to employment.
- The position must receive a living allowance and, in some cases, may receive additional member benefits.

Applicants submitting a workforce development project to qualify for affiliation with the ACC should note that in their application. Successful applicants will be notified if they are part of the ACC and may be subject to additional reporting requirements.

Performance Measures

All applications must include at least one aligned performance measure, output and outcome, that corresponds to the proposed primary intervention. This may be a National Performance Measure or an applicant-determined measure. For more information, refer to the [National Performance Measure Instructions](#).

Outreach and Training and Technical Assistance Plan

AmeriCorps State and National and the Office of Grant Administration host technical assistance webinars for applicants to answer questions about the funding opportunity and eGrants. AmeriCorps strongly encourages all applicants participate in these sessions.

- AmeriCorps State and National 101: AmeriCorps overview and an overview of each of the FY24 AmeriCorps State and National NOFOs available.
- Best Practices for Performance Measures
- AmeriCorps State and National Best Practices for Performance Measures
- AmeriCorps State and National 2024 Native Nations Operational & Planning Grants NOFOs Overview
- Best Practices in Budget Development
- Best Practices in Budget Development Office Hour
- AmeriCorps State and National: Best Practices in Demonstrating Evidence
- AmeriCorps State and National Grant Competition: Theory of Change and Logic Model

AmeriCorps VISTA FY 2025 Annual Plan

Funding Allocation: \$103,285,000

Target Member Level: 3,200

Changes in 2025

- **Shift to two Concept Paper cycles.** VISTA is shifting from three Concept Paper cycles in FY 2024 to two Concept Paper cycles in FY 2025. This shift is planned around ongoing modernization schedule to launch a new grantee and sponsor system in calendar year 2025 as well as the agency grantmaking calendar, which balances workloads of the Office of Grants Administration and the Office of Regional Operations.
- **No planned Summer Associate Programming in Summer of 2025.** Due to the expected VISTA budget levels, VISTA does not anticipate supporting a Summer Associate program in FY 2025.
- **Modernization Transition.** Pending agency modernization efforts in calendar year 2025, award making activities and materials for the VISTA program may occur in different application and grants management systems in FY 2025.
- **External partnerships to support programming.** AmeriCorps is creating partnerships with several federal and non-federal partners to support VISTA programming in the American Climate Corps. One new initiative is Energy Communities AmeriCorps, a new project that is expected to engage AmeriCorps members serving with the VISTA program to advance locally designed economic development, workforce readiness, and environmental remediation plans in energy communities. Additional partnerships are in discussion to support other initiatives.

Key Milestones

- September 2024: Issue FY 2025 Annual Program Guidance for Current and Potential Project Sponsors (which articulates AmeriCorps VISTA programming priorities) to region offices and prospective sponsors.
- October 2024: Issue initial FY 2025 resource allocations to AmeriCorps Regional Offices (initial pending fiscal 2025 Congressional appropriation)
- Request for Concept Papers Schedule:
 - Cycle 1:
 - December 6, 2024: Deadline for Concept Paper submissions
 - April 2025: Target for application awards
 - Cycle 2:
 - March 27, 2025: Deadline for Concept Paper submissions
 - August 2025: Target for application awards
- October 2024 - September 2025: Hold virtual member orientations and virtual supervisor orientations.

Funding Priorities

This year, AmeriCorps VISTA will prioritize investment in the most critical issues of our time – education and economic opportunity, public health, climate and the environment – and increase its efforts to ensure AmeriCorps members reflect the communities where they serve. Ultimately, AmeriCorps VISTA expects to invest resources toward building the capacity of initiatives in the following focus areas:

- Economic opportunity (housing and eviction prevention, employment/workforce development, and federal benefit access);
- Education (school readiness; K-12 success; career and technical education; postsecondary success);
- Healthy futures (access to health care and food security);
- Veterans and military families (economic opportunity, education, and healthy futures);
- Environmental Stewardship (in connection with environmental justice, building resilient communities, and supporting individuals and communities experiencing poverty who are affected by climate change or environmental challenges resulting in unsafe or unhealthy environments);
- Individuals and communities experiencing deep poverty, rural communities; and Indian Country; including Tribal Nations, Alaska Natives, Native Hawaiians, Indigenous Communities and Native-led non-profits; and
- Projects that work in the above areas and that are in deep poverty communities and are affected by the long-term recovery of the COVID-19 pandemic.

Performance Measures

AmeriCorps VISTA projects will continue to use the agency-wide performance measures to demonstrate the effectiveness of their proposed intervention in addressing community needs. The performance measures available for VISTA applicants are listed in the [Performance Measures Instructions](#) associated with the FY 2025 Request for Concept Papers.

Outreach and Training and Technical Assistance Plans

AmeriCorps VISTA project outreach is primarily conducted by the Office of Regional Operations. The VISTA program office conducts general technical assistance sessions regarding member service opportunities and how to become a new sponsor (Request for Concept Paper Webinar).

Pending the agency modernization plan, additional training and technical assistance will be provided for staff and sponsors, as well as member applicants and new project sponsor applicants.

AmeriCorps VISTA provides year-round training for members and sponsors. This includes in-person and online training opportunities on topics such as accessing AmeriCorps benefits and resources, reducing poverty, AmeriCorps member recruitment, AmeriCorps VISTA project evaluation, community engagement, and orientation and training. AmeriCorps VISTA

anticipates approximately seven in-person and 12 new online member trainings as well as three in-person sponsor trainings in fiscal 2025.

AmeriCorps NCCC FY 2025 Annual Plan

Funding Allocation: \$37,735,000

Target Member Level (Traditional): 1,200

Target Member Level (FEMA Corps): Up to 260 (FEMA Corps members are supported by FEMA funds)

Target Member Level (Forest Corps): approximately 80 (Forest Corps members are supported by USDA/USFS funds)

Changes in 2025

- AmeriCorps NCCC will work with the United States Forest Service to enhance the new NCCC Forest Corps program as it moves through its first year of operations.
- AmeriCorps NCCC will also renew the Inter Agency Agreement with FEMA to run the FEMA Corps program, providing up to 260 Corps members with the training and professional development experience to become our nation's next generation of emergency management professionals.

Key Milestones & Region Start Dates

- September 2024: Southwest Region (Denver, CO) and Pacific Region (Sacramento, CA) Traditional Corps.
- January 2025: North Central Region (Vinton, IA) Traditional Corps and Southern Region (Vicksburg, MS) FEMA Corps.
- June 2025: Southwest Region (Denver, CO) and North Central Region (Vinton, IA) Summer of Service.
- June 2025: Pacific Region (Sacramento, CA) Forest Corps and Southern Region (Vicksburg, MS) FEMA Corps and Traditional Corps.

Funding Priorities

The Serve America Act of 2009 authorizes AmeriCorps NCCC to operate residential national service programs that provide young people with leadership and team-building opportunities to meet national and community needs.

In FY 2025, AmeriCorps NCCC will continue to focus project outreach and implementation on the program's specific service areas as outlined in the Serve America Act of 2009: response to natural and other disasters, infrastructure improvement, environmental stewardship and conservation, energy conservation, and urban and rural development.

AmeriCorps NCCC will continue its role as the agency's lead responder to emerging national needs, such as supporting disaster preparation, mitigation, response, and recovery, or

meeting the economic needs of the lowest income Americans through no-cost tax filing services or responding to a global pandemic. AmeriCorps NCCC will continue its partnership with the Federal Emergency Management Agency (FEMA) to support the goal of up to an additional 260 AmeriCorps members in its NCCC program who will work solely on FEMA-sponsored projects during their term of service. AmeriCorps NCCC will solidify its new partnership with the United States Department of Agriculture Forest Service (USFS) to stand up a new 80 member Forest Corps program, to work solely on advancing the USFS's Wildfire Crisis Strategy and Reforestation Strategy.

AmeriCorps NCCC will continue to leverage its statutory authority, combined with flexibility granted in the Coronavirus Aid, Relief, and Economic Security (CARES) Act, to run a Summer of Service program to engage young adults in a three-month service commitment from June through August.

To expand AmeriCorps NCCC service opportunities to more Americans, there will be continued focus on expanding the diversity and demographics of the corps, reducing barriers to service, and increasing accessibility. AmeriCorps NCCC will continue to implement measures as outlined in the program's annual recruitment plan, including:

- Expand recruitment campaigns to target a broader applicant pool for racial, gender, age, and ability;
- Collaborate with leading organizations, associations, and targeted academic institutions to expand the applicant pool for a more diverse population;
- Use data driven decision making to target the most productive social media outlets to recruit new members; and
- Provide shorter term service opportunities, such as the AmeriCorps NCCC Summer of Service pilot program, to engage young adults who wish to serve in the program but find the 10-12-month service commitment too extensive for a first-time national service commitment.

Performance Measures

AmeriCorps NCCC will contribute to the seven applicable measures of the agency-wide performance measures.

To evaluate the program's effectiveness and efficiency, AmeriCorps NCCC also measures key objectives and targets, including the impact of member service, the opportunities and training provided to members, and the sponsors' opinion of the service provided.

Outreach and Training and Technical Assistance Plans

AmeriCorps NCCC is administered through four regional centers of operation around the nation. These facilities, referred to as "campuses" are staffed with employees responsible for outreach and to provide technical assistance to communities and organizations which may be interested in hosting an AmeriCorps NCCC team. Awarding an NCCC team is a non-competitive process, so the program is permitted to provide a high level of coaching and support to interested applicants to both help them determine if NCCC is the right fit for addressing their identified priorities, as well as to explain the steps necessary to apply for a team. NCCC's outreach, training, and technical assistance is available year-round, and

typically entails an in-person visit by an NCCC staff member to the requesting entity. As directed through statute, AmeriCorps NCCC also staff develop strong relations with State Service Commissions to gain insights about individual state priorities and community needs.

AmeriCorps Seniors: RSVP FY 2025 Annual Plan

Funding Allocation: (tentative): \$56,510,000

Target Volunteer Level: 116,500

Changes in 2025

- AmeriCorps Seniors will start its first of three years of competitive funding for RSVP as required under the Serve America Act.
- A rule change will go into effect establishing a single 10% match for all grantees, regardless of the year of their award. This replaces the current tiered match requirement for RSVP requiring a 10% match in year 1, 20% match in year 2, and 30% match in year 3.

Key Milestones

- Q3 (April 2025 Competition (year 1 - new))
 - July 15, 2024: Notice of funding opportunity posted.
 - September 18, 2024: Deadline for applications.
 - March 2025: Award notifications.
 - April 1, 2025: Start date.
- Q3 (April 2025) Continuations (years 2 and 3)
 - July 15, 2024: Notice of funding opportunity posted.
 - September 18, 2024: Deadline for applications.
 - April 1, 2025: Start date.

Funding Priorities

Competition (year 1 - new) Funding Priorities

- Supporting older adults and their caregivers. AmeriCorps Seniors programming not only engages adults aged 55 and over in solving unmet community needs but is also at the forefront of helping older adults thrive in their communities. Programs that could fall under this priority include but are not limited to supporting caregivers of older adults by providing respite for caregivers or hosting caregiver support groups, assisting older adults or their caregivers with system navigation and care coordination, and aiding grandparents or older adults who are custodians of children.
- Helping older adults re-enter the workforce, including but not limited to services related to job readiness or job seeking, mentoring, or coaching, training or upskilling, and removing barriers to employment for older adults. (Note: the AmeriCorps Seniors volunteers serving under this priority are not job seekers; instead, they will be providing services to other older adults who are job seekers.)

- Preventing and mitigating fraud and scams targeting older adults, including but not limited to using digital navigators and other methods to prevent and mitigate financial fraud, abuse, and exploitation of older adults, particularly with the evolution of artificial intelligence and increase in the use of digital technology in fraud and scams.
- Reducing the number of people who are unhoused, including but not limited to developing or renovating affordable housing, supporting people who are unhoused (including those in encampments or in unauthorized encampments on public lands) in finding and maintaining permanent housing, and addressing housing needs of specific populations (older adults, veterans, immigrants, etc.).
- Supporting local climate change initiatives, including but not limited to educating the community about greenhouse gas emissions, supporting energy conservation and renewable energy through education or modifications to make homes energy efficient, educating the community on waste management practices such as composting and recycling, and planting trees or restoring ecosystems to counter greenhouse gas emissions.
- Supporting behavioral health initiatives that improve mental health and reduce the impact of substance use, including but not limited to reducing isolation and loneliness among older adults, improving older adult mental health, using peer-to-peer support and support groups for people of all ages and their family members, helping with system navigation and care coordination, providing supportive employment or housing programs, distributing and training in the use of Narcan or Naloxone, and using harm reduction efforts such as fentanyl test strips.

Continuations (years 2 or 3) AmeriCorps Seniors RSVP program priorities for this funding opportunity are:

- To support civic bridgebuilding and reduce polarization and community divisions; which could include providing training in civic bridgebuilding skills and techniques to AmeriCorps Seniors volunteers;
- To advance justice and equality in areas such as healthy futures;
- To focus on early learning and prepare AmeriCorps Seniors volunteers to enter early learning careers;
- To support organizations that serve people with arrest and/or conviction records and provide meaningful reentry opportunities; and
- To help local communities continue to recover from the COVID-19 pandemic and associated economic challenges.

Performance Measures

AmeriCorps Seniors' RSVP projects must use standardized performance measures as part of a comprehensive performance measurement strategy that relies on both performance and evaluation data to learn from their work and make tactical and strategic adjustments to achieve their goals. Performance measures available for RSVP grants can be found here: [Appendix B: AmeriCorps Seniors RSVP Performance Measure Instructions](#). All FY 2025,

unduplicated AmeriCorps Seniors volunteers in the RSVP program must be integrated into the performance measure work plans included in the application.

For competition (year 1 - new), award amounts will vary as determined by the scope of the projects. The federal share of the budget cannot exceed \$75,000 + \$350 per unduplicated volunteer, and no more than 20% of the number of unduplicated volunteers may be in a Community Priority work plan.

For continuations (years 2 or 3) the funding formula will remain the same as in FY 2024 which was for every \$1,000 in annual base federal funding, at least one unduplicated AmeriCorps Seniors volunteer in the RSVP program must be placed in work plans that result in performance measure outcomes.

Outreach and Training and Technical Assistance Plans

AmeriCorps Seniors had developed a robust training schedule to support the opening of the FY 2025 RSVP competition funding opportunity. The training schedule is included on the notice funding page located here [Fiscal Year \(FY\) 2025 AmeriCorps Seniors RSVP Opportunity | AmeriCorps](#),

AmeriCorps Seniors will continue to provide quarterly training calls for the portfolio on a wide range of topics. AmeriCorps Seniors will also host a national convening in Q3 or Q4 that will provide in person training opportunities for the entire portfolio.

AmeriCorps Seniors: Foster Grandparent Program FY 2025 Annual Plan

Funding Allocation: \$125,363.000

Target Volunteer Level: 15,400

Changes in 2025

A rule change will go into effect in 2025 that will update the following program elements:

- Update to income calculation for the purposes of determining stipend eligibility to simplify this process for grantees.
- Update to language on administrative leave to enhance benefits available to volunteers.
- Allowing grantees to pay higher stipends to eligible volunteers, for the purposes of enhancing recruitment, retention and access to programs.

Key Milestones

- Q4 (July 2025) Renewals and Continuations
 - January 8, 2025: Notice of funding opportunity posted.
 - March 8, 2025: Deadline for applications.
 - July 1, 2025: Start date.

Funding Priorities

AmeriCorps Seniors Foster Grandparent program priorities for this funding opportunity are:

- Applications that actively engage in removing structural racial inequities, advance racial equality, and increase opportunity to achieve sustainable change in communities.
- Programs focused on early learning and those that prepare AmeriCorps Seniors volunteers to enter early learning careers.
- Organizations that serve people with arrest and/or conviction records and provide meaningful reentry opportunities.
- Efforts to help local communities continue to recover from the COVID-19 pandemic through focused education efforts to address learning loss.
- Programs that support civic bridgebuilding programs, projects to reduce polarization and community divisions, and programs that provide training in civic bridgebuilding skills and techniques to AmeriCorps Seniors volunteers.

Performance Measures

AmeriCorps Seniors' Foster Grandparent program projects must use standard performance measures as part of a comprehensive performance measurement strategy that relies on both performance and evaluation data to learn from their work and make tactical and strategic adjustments to achieve their goals. Performance measures applicable to Foster Grandparent program grants can be found online.

All unduplicated AmeriCorps Seniors volunteers in the Foster Grandparent program must be integrated into the work plans included in the application. Work plans must meet the maximum cost per volunteer service year in outcome assignments. For up to every \$9,000 in annual base federal funding, at least one volunteer service year must be included in work plans that result in education-related performance measure outcomes.

Outreach and Training and Technical Assistance Plans

AmeriCorps Seniors will continue to provide quarterly training calls for the portfolio on a wide range of topics. AmeriCorps Seniors will also host a national convening in Q3 or Q4 that will provide in person training opportunities for the entire portfolio.

AmeriCorps Seniors: Senior Companion Program FY 2025 Annual Plan

Funding Allocation: \$56,449,000

Target Volunteer Level: 7,370

Changes in 2025

A rule change will go into effect in 2025 that will update the following program elements:

- Update to income calculation for the purposes of determining stipend eligibility to simplify this process for grantees.
- Update to language on administrative leave to enhance benefits available to volunteers.
- Allowing grantees to pay higher stipends to eligible volunteers, for the purposes of enhancing recruitment, retention, and access to programs.

Key Milestones

- Q4 (July 2025) Renewals and Continuations
 - January 8, 2025: Notice of funding opportunity posted.
 - March 8, 2025: Deadline for applications.
 - July 1, 2025: Start date.

Funding Priorities

AmeriCorps Seniors Senior Companion program priorities for this funding opportunity are:

- Applications that actively engage in removing structural racial inequities, advance racial equality, and increase opportunity to achieve sustainable change in communities.
- Projects that propose to raise public awareness about the challenges and needs of family caregivers and the role that older adult volunteers can play in helping to overcome some of those challenges. Innovative service projects that can be executed by older adults will be given priority consideration. These projects can include those that:
 - Advance partnerships that promote greater engagement for older adult support for family caregivers.
 - Optimize well-being of family caregivers by strengthening services and supports, including services to help caregivers manage their own health/emotions/physical stress, helping to find and secure other trustworthy/affordable services or supports, and those that prevent caregiver isolation.

- Develop volunteer roles that integrate older adults as volunteers who serve as part of a care coordination for clients and ongoing support for family and other caregivers.
- Develop interventions where elders can support caregivers in Indian Country; including Tribal Nations, Alaska Natives, Native Hawaiians, Indigenous Communities and Native-led non-profits;
 - Spur innovations that engage older adults in intergenerational activities that help increase access to information and services for caregivers.
 - To support organizations that serve people with arrest and/or conviction records and provide meaningful reentry opportunities.
 - Current projects that seek to permanently expand geographic service areas.
- Programs that support civic bridgebuilding programs.

Performance Measures

AmeriCorps Seniors' Senior Companion program projects must use standard performance measures as part of a comprehensive performance measurement strategy that relies on both performance and evaluation data to learn from their work and make tactical and strategic adjustments to achieve their goals. Performance measures applicable to the Senior Companion program are available online.

All unduplicated AmeriCorps Seniors volunteers in the Senior Companion program must be integrated into the work plans included in the application. Work plans must meet the maximum cost per volunteer service year in outcome assignments. For up to every \$9,000 in annual base federal funding, at least one volunteer service year must be included in work plans that result in performance measure outcomes related to aging in place.

Outreach and Training and Technical Assistance Plans

AmeriCorps Seniors will continue to provide quarterly training calls for the portfolio on a wide range of topics. AmeriCorps Seniors will also host a national convening in Q3 or Q4 that will provide in person training opportunities for the entire portfolio.

AmeriCorps Seniors: Demonstration Program FY 2025 Annual Plan

Funding Allocation: \$0.00

Target Volunteer Level: 200

Changes in 2025

AmeriCorps Seniors does not plan for any new Demonstration Program funding in FY 2025. AmeriCorps Seniors does reserve the right to use the Director's authority under the Demonstration Authority to fund new and innovative ideas if the opportunity presents itself.

Key Milestones

Continue funding for AmeriCorps Seniors Demonstration projects (not including American Rescue Plan awards) in the current portfolio through renewals or continuations in Q4.

Funding Priorities

The Senior Demonstration program authorizes AmeriCorps Seniors to invest in innovative projects that demonstrate how older American volunteers may contribute to new objectives or certain national priorities. Senior Demonstration grants afford the flexibility to foster new and innovative programming focused on community needs. Proposed projects can deviate from some of the standard guidelines of traditional AmeriCorps Seniors' projects. This could mean enhanced service opportunities or new types of service projects that are not possible within the existing AmeriCorps Seniors' models.

Senior Demonstration projects have the potential to prove or test new strategies that can later be incorporated into the AmeriCorps Seniors' guidelines. AmeriCorps Seniors Demonstration Authority Notice prioritizes programming that supports AmeriCorps' strategic plan. AmeriCorps Seniors will prioritize programming that positions the agency to respond to national and local needs and help the communities it serves prosper.

AmeriCorps' Senior Demonstration program prioritizes grantmaking in six focus areas in alignment with the AmeriCorps' strategic plan, including:

- Support older Americans by providing opportunities for volunteer service opportunities to transition into employment Expand the AmeriCorps Seniors funding footprint in Native Nations/Indian Tribes; and
- Access to care through partnerships that expand service opportunities for older Americans who may be over income to serve in the AmeriCorps Seniors Senior Companion Program.

In addition, AmeriCorps Seniors Demonstration program priorities for this funding opportunity are:

- AmeriCorps Seniors is committed, in this grant cycle, to focus on programs that actively engage in removing structural racial inequities, advancing racial equality, and increasing opportunity to achieve sustainable change in communities.
- AmeriCorps Seniors encourages grant applications to include work plans that advance justice and equality in areas such as healthy futures.
- AmeriCorps Seniors encourages applicants to focus on efforts to help local communities continue to respond to and recover from the COVID-19 pandemic and associated economic challenges.

Performance Measures

AmeriCorps Seniors' demonstration projects must use standardized Performance Measures as part of a comprehensive performance measurement strategy that relies on both performance and evaluation data to learn from their work and make tactical and strategic adjustments to achieve their goals.

All unduplicated AmeriCorps Seniors volunteers must be integrated into the Performance measure work plans included in the application.

Applicants will propose cost per volunteer service year (VSY) with justification.

Outreach and Training and Technical Assistance Plans

Demonstration awards in the current portfolio will continue to be included in all trainings and technical assistance opportunities provided to the entire portfolio including quarterly training calls for the portfolio on a wide range of topics. AmeriCorps Seniors will also host a national convening in Q3 or Q4 that will provide in person training opportunities for the entire portfolio.

Subtitle H FY 2025 Annual Plan (AmeriCorps Volunteer Generation Fund and Days of Service – Martin Luther King, Jr., Day of Service; September 11 National Day of Service and Remembrance)

Funding Allocation: \$14,706,00

Target Member/Volunteer Level: Not Applicable

Changes in 2025

AmeriCorps Volunteer Generation Fund

- No new funding will be awarded in FY25.
- Work will be focused on support to grantees around volunteer engagement with resources from Volunteer Generation Fund Bundle Evaluation and Capacity Building project completed by ORE in FY24.

AmeriCorps Days of Service

- A small new and recompetete opportunity may be released in Q3 if intermediary Cooperative Agreement is not implemented.
- MLK Day 2025 is the 30th anniversary of Martin Luther King Jr being established as a National Day of Service. Additional support will be provided to grantees to amplify, elevate and recognize this work.

Key Milestones

AmeriCorps Volunteer Generation Fund

- Continuation grants will be awarded in Q3. There will be no new or recompetete opportunity in FY 2025.

AmeriCorps Days of Service

- Continuation grants will be awarded in Q3. A small new and recompetete opportunity may be released in Q3 if intermediary Cooperative Agreement is not implemented.

Funding Priorities

Objective 3.4 in the agency’s strategic plan calls for growing volunteering in America. This will partially be supported through funding for Volunteer Generation Fund and Days of Service grants focusing on:

- AmeriCorps Volunteer Generation Fund and Days of Service: Programs that actively engage volunteers in removing structural racial inequities, advancing racial equality, and increasing opportunity to achieve sustainable change in communities.

- AmeriCorps Volunteer Generation Fund and Days of Service: Projects engaging in activities to counter the corrosive effects of hate-fueled violence on our democracy and public safety in line with the United We Stand Summit.
- AmeriCorps Volunteer Generation Fund: Programs developing innovative approaches in removing barriers to engage volunteers from historically underrepresented areas including but not limited to the Black, Indigenous, and people of color communities; LGBTQI+ communities; veteran and military family communities as well as persons in rural areas and persons with disabilities.
- AmeriCorps Volunteer Generation Fund: Programs that expand, launch, or improve high-impact tutoring, mentoring and other school-based or out of school time programs which will help students succeed academically and support their mental health and overall wellbeing, in line with the National Partnership for Student Success.
- AmeriCorps Days of Service: Projects supporting Environmental Stewardship, including supporting communities to become more resilient through measures that reduce greenhouse gas emissions, conserve land and water, increase renewable energy use and improve at-risk ecosystems, especially in underserved households and communities.

Performance Measures

Performance measures for Subtitle H funds must include reports on the number of community volunteers recruited and/or managed by AmeriCorps-supported organizations and national service participants as applicable. Additionally, AmeriCorps Volunteer Generation Fund grantees can choose additional performance measures they wish to report.

Outreach and Training and Technical Assistance Plans

A training and technical assistance plan is being updated for grantees, after the creation of new resources on federal grants management and program specific requirements were created in FY 2024. New resources can include volunteer engagement and support, and continued assistance on federal grants management. Resources will be created on an ongoing basis throughout the fiscal year. Since FY 2025 will be a continuation only year, no external training, technical assistance, or outreach will be done.

State Commission Support Grants & Commission Investment Funds FY 2025 Annual Plan

Funding Allocation: Commission Support Grants: \$19,538,000
Commission Investment Funds: \$8,500,000

Changes in 2025

- Shifting grant period from January to December to July to June.

Key Milestone

- February 2025: Applications Due.
- April 2025: Awards made.

Funding Priorities

- Grantmaking;
- Monitoring and Technical Assistance; and
- Statewide Responsibilities and Collaboration.

Performance Measures

AmeriCorps expects Commissions to achieve ambitious but reasonable values for the required performance data elements by the end of the program year.

Mandatory data elements:

1. Number of new applicants to the commission's AmeriCorps competition(s).
2. Number of subgrantees that received TTA and monitoring from the Commission.
3. Number of subgrantees reporting improved capacity as a result of TTA and monitoring from the Commission.

Optional data elements:

1. Number of volunteers recruited or managed.
2. Number of hours served by recruited or managed volunteers.
3. Number of individuals assisted in preparing for disasters.
4. Number of individuals affected by disaster served.

Outreach and Training and Technical Assistance Plans

There is not a need for an outreach plan as the grants are only available to State Commissions and are awarded on a formula basis.

The Commission Support and the Commission Investment Fund grant guidance is comprehensive in providing all the necessary information needed. Should State Service Commissions have additional questions, their resource is their Portfolio Manager.

Office of Research and Evaluation (ORE) FY 2025 Annual Plan

Funding Allocation: Estimated \$3,000,000 to \$6,250,000 (budget fluctuates depending on available ORE and program dollars as well as contract costs)

Target Member/Volunteer Level: Not Applicable

Changes in 2025

In FY 2025 AmeriCorps will pilot investing 1% of its operating funds in ORE. This investment will be available at the beginning of the fiscal year and empowers ORE to manage resources strategically and effectively.

Key Milestones

- Award one continuation from our FY 2023 cohort in Quarter 3 and process applications for no cost extensions in Q4 for our FY 2023 cooperative agreements non-competitive funding opportunity.
- Award a new FY 2025 cohort cooperative agreement through a non-competitive funding opportunity.

Funding Priorities

The new cohort, the continuation that will be awarded, and the no cost extensions that will be processed in FY 2025 address the following priorities.

- Individuals and organizations: volunteers and volunteer management.
- Societal and national: understanding and measuring civic engagement, volunteering, and national service.
- Communities: understanding civic infrastructure and how it strengthens communities.
- AmeriCorps VISTA programmatic interests at the national, regional, state and local levels.
- All other AmeriCorps (VISTA, NCCC, State and National) and AmeriCorps Seniors (RSVP, Senior Companions, Foster Grandparent Program) programmatic interests at the national, regional, state and local levels.

Performance Measures

All current ORE awards are cooperative agreements, which means that AmeriCorps' ORE has substantial involvement in the implementation of these projects. Given that the ORE cooperative agreements are to support research around the agency's mission, these grants directly and indirectly support the agency's strategic goals and learning agenda. In addition, the grantees are subject to the ORE program-specific terms and conditions to meet the ORE's scholarly requirements such as IRB approval, timely data collection, reports and publications, and dissemination of findings.

Partnerships FY 2025 Annual Plan

Funding Allocation: \$0.00

Target Member Service Year (MSY) Level: 2,644

Changes in 2025

- This is the first time Partnerships has been included in the Annual Plan for Grantmaking.
- In FY 2025, up to \$12,570,655 from the National Service Trust has been reserved to support interagency partnerships under which AmeriCorps will provide Segal AmeriCorps Education Awards to designated national service participants in programs operated by other agencies.

Key Milestones

- The 1993 NCSA gives AmeriCorps broad authority to designate national service positions eligible for education awards including positions funded or administered by other Federal agencies (42 U.S.C. 12571).
- Quarter 1: Implement an interagency partnership with the Department of Interior to pilot the use of AmeriCorps authority to designate national service positions within a set of Indian Youth Service Corps (IYSC) projects, thereby making the indigenous youth serving in these projects eligible to earn Segal AmeriCorps Education Awards.
- Quarter 1 & 2: Building off the partnership with the Department of Interior, develop an interagency partnership with the US Forest Service at the Department of Agriculture to designate National Service Positions in certain IYSC projects funded by the US Forest Service.
- Quarters 1-4: Explore additional opportunities to advance AmeriCorps mission and strategic priorities through use of the agency's authority to designate approved national service positions that qualify for the Segal AmeriCorps Education Award and through other interagency partnership opportunities.

Funding Priorities

AmeriCorps has identified interagency partnerships as being a key component of several strategic plan objectives and strategies, including the below:

- Objective 1.5: Recruit a diverse corps of members and volunteers who reflect those we are serving.
- Objective 2.3: Strengthen pathways to education, employment, and other opportunities.
 - Strategy 2.3.2: Develop partnerships with organizations that can scale and provide professional development opportunities.

- Objective 3.1: Increase awareness of AmeriCorps and favorability toward national service among the American public.
- Objective 3.2: Increase the number of AmeriCorps member and AmeriCorps Seniors volunteer service opportunities through partnerships and philanthropy.
 - Strategy 3.2.2 Educate and grow the number of agencies who leverage AmeriCorps members and volunteer through interagency agreements.

In FY 2025, AmeriCorps will prioritize development of interagency partnerships that meet critical community needs and advance agency and Administration priorities, including addressing the climate crisis and building pathways to clean energy and climate resilience careers, supporting military service members and their families, providing academic and social emotional support to pre-K-12 students to help them succeed in school, and more.

Implementing interagency partnerships to address these pressing needs and provide members Segal AmeriCorps Education Awards offers a range of other benefits to communities, the organizations they serve, the members themselves, and the nation by making postsecondary education more accessible and affordable, increasing member service opportunities and community impact, enhancing member recruitment and retention, and strengthen the pipeline from national service to federal service.

Performance Measures

AmeriCorps will work with any external partners, including federal agencies, to identify relevant performance measures.

Outreach and Training and Technical Assistance Plans

AmeriCorps is developing training and technical assistance materials to support the interagency partnership with the Department of Interior to designate members of participating Indian Youth Service Corps projects as national service members thereby making those members eligible for Segal AmeriCorps Education Awards. Lessons learned from this pilot will inform additional partnerships for FY 2025 and beyond.