



1400 10th Street, Second Floor ■ Sacramento, CA 95814 ■ (916) 323-7646 phone ■ (916) 445-8317 fax
CaliforniaVolunteers.CA.GOV

2024 AmeriCorps State Funding Opportunity



AmeriCorps

APPLICATION INSTRUCTIONS

Applications due November 2, 2023

Contents

I. Application Resources	3
II. Application Content and Submission Instructions.....	4
Submission to California Volunteers.....	4
Application Submission Checklist.....	4
III. Submitting Your Application in eGrants	7
Creating an Application in eGrants	7
1. Applicant Info.....	8
2. Application Info	8
3. Narratives Instructions.....	8
4. Logic Model.....	15
5. Performance Measures Module Instructions	15
6. Program Information	19
7. Documents	20
8. Budget Instructions	20
Budget Detail Instructions	20
Budget Checklist.....	26
eGrants Budget Instructions for Fixed Amount Applicants	29
9. Funding/Demographics.....	29
10. Review, Authorize, and Submit	29
IV. Submitting Additional Documents	31
Accessing the CV AmeriCorps Grants Portal	31
Creating an Application in the CV AmeriCorps Grants Portal	31
Submitting an Application in the CV AmeriCorps Grants Portal	31
1. Proposed Service Site Locations	33
2. California Performance Measurement Worksheets	33
3. Labor Organization Certification Form Instructions	34
4. Operational and Financial Management Survey	36
5. Audited Financial Statements	36
6. Schedule of Federal Expenditures	36
7. AmeriCorps Organizational Self-Assessment	36
8. Evaluation Plan	36
9. Evaluation Report	36
10. AmeriCorps Budget Worksheet.....	37
11. Evidence Base Supporting Documents	37
12. Federally Approved Indirect Cost Agreement	37
13. Alternative Match Request.....	37
14. Requests to Waive Requirements	38
A. Minimum Living Allowance Requirement.....	38
B. Match Waiver Request	38
C. Minimum Program Size Requirement Waiver Request	39
D. Minimum Number of Members per Service Site Requirement Waiver Request	39
Attachment A: Beale Codes and County-Level Economic Data.....	40

I. Application Resources

Please use the application instructions included in this document to apply for an AmeriCorps operating grant through California Volunteers.

Use these instructions in conjunction with the 2024 AmeriCorps State Funding Opportunity Request for Applications (RFA), the 2024 AmeriCorps State Funding Opportunity Mandatory Supplemental Guidance, the 2024 AmeriCorps State Grant Application Forms, the 2024 National Performance Measures Instructions, and the AmeriCorps Regulations, 45 CFR §§ 2520–2550. The RFA includes deadlines, eligibility requirements, submission requirements, maximum amount of funding per Member Service Year and other information that changes year-to-year for all AmeriCorps grant programs.

The AmeriCorps regulations include the selection criteria used to select applications for funding and other pertinent information (see Table 1). The RFA can be found at <https://californiavolunteers.ca.gov/grants/ameri-corps/>. The full regulations are available online at www.gpoaccess.gov/ecfr.

Table 1: Requirements in the AmeriCorps Regulations

Requirements and Selection	Citation in the AmeriCorps Regulations
Member Service Activities	§2520.20 - §2520.55
Prohibited Activities	§2520.65
Tutoring Programs	§2522.900-22222522522.950
Matching Funds	§2521.35-2521.90
Member Benefits	§2522.240-2522.250
Calculating Cost Per Member Service Year (MSY)	§2522.485
Performance Measures	§2522.500-2522.650
Evaluation	§2522.500-2522.540 and §2522.700-2522.740
Selection Criteria and Selection Process	§2522.400-2522.475

If there is any inconsistency among the AmeriCorps regulations, the AmeriCorps Request for Applications, and the Application Instructions, the order of precedence is as follows:

- AmeriCorps regulations 45 CFR §§ 2520–2550 take precedence over the
- AmeriCorps State Funding Opportunity Request for Applications & Mandatory Supplemental Guidance, which take precedence over the
- AmeriCorps State Application Instructions.

II. Application Content and Submission Instructions

Submission to California Volunteers

Applicants must submit their application electronically through eGrants and submit additional documents to California Volunteers using the CV AmeriCorps Community in Salesforce.

To complete the application, please:

1. Download the following documents from the CV website at <https://californiavolunteers.ca.gov/grants/amicorps/>:
 - a. *Request for Applications* (this document),
 - b. *Mandatory Supplemental Guidance*,
 - c. *Application Instructions*,
 - d. *Application Forms*
 - e. *National Performance Measures Instructions*
2. Follow the instructions included in this document for preparing an application.
3. Submit a complete Application in eGrants.
4. Submit all required Additional Documents by following the guidance in the *Application Instructions*.

Application Submission Checklist

The *Application Submission Checklist* below is provided for your convenience to ensure that your application is completely submitted as required by CV. Please ensure that you have adequate time to submit the application in eGrants and all required additional documents in the CV AmeriCorps Grants Portal by the deadline.

APPLICATION SUBMISSION CHECKLIST	
Included for your convenience—do not submit	
√	A. eGrants Application Submission:
	1. <u>Applicant Info</u> <input type="checkbox"/> All required fields are complete.
	2. <u>Application Info:</u> <input type="checkbox"/> All required fields are complete.
	3. <u>Narratives</u> <input type="checkbox"/> Executive Summary, Rationale and Approach (Program Design), Organizational Capability, Cost Effectiveness and Budget Adequacy narratives are complete. <input type="checkbox"/> Evaluation Summary or Plan is complete per requirements for new or re-competing applicants <input type="checkbox"/> Amendment Justification, Clarification Information, and Continuation Changes narrative fields all say 'N/A.' <input type="checkbox"/> SF 424 Face Sheet, Executive Summary, Program Design, Organizational Capability, and Cost-Effectiveness & Budget Adequacy narratives do not exceed 10 pages when printed
	4. <u>Logic Model</u> <input type="checkbox"/> Logic Model is accurate and complete <input type="checkbox"/> Logic Model does not exceed 8 pages when printed
	5. <u>Performance Measures Module</u> <input type="checkbox"/> Primary Performance Measure is entered in the Performance Measure Module. <input type="checkbox"/> Performance Measure is validated.
	6. <u>Program Information</u> <input type="checkbox"/> All required fields are complete.
	7. <u>Documents</u>

	<input type="checkbox"/> All documents are in the "Sent" or "Not applicable" status. <input type="checkbox"/> No documents are in the "Not Sent" or "Already on File at AmeriCorps" status.
	8. Budget <u>Cost-Reimbursement Applicants</u> <input type="checkbox"/> Budget is accurate and complete. <input type="checkbox"/> Sources of Match are provided. <input type="checkbox"/> Budget is validated. <u>Fixed Amount Grant Applicants</u> <input type="checkbox"/> Budget is validated.
	9. Funding/Demographics <input type="checkbox"/> Other Revenue Funds entered. <input type="checkbox"/> Number of Volunteers Generated by AmeriCorps members entered.
	10. Review, Authorize, and Submit <input type="checkbox"/> Narratives as printed in the Application for Federal Assistance do not exceed 10 pages. <input type="checkbox"/> Logic Model as printed in the Application for Federal Assistance does not exceed 8 pages. <input type="checkbox"/> Application is successfully verified and all errors are resolved. <input type="checkbox"/> Application is submitted to prime before the deadline.

√	B. Additional Documents submitted in CV AmeriCorps Grants Portal.
	Program Details entered in the CV AmeriCorps Grants Portal.
	Program Roles are identified in the CV AmeriCorps Grants Portal.
	All required documents are uploaded into the CV AmeriCorps Grants Portal.
	All applicants must provide: <ol style="list-style-type: none"> 1. Proposed Service Site Locations 2. California Performance Measurement Worksheet <ul style="list-style-type: none"> <input type="checkbox"/> Primary (and Non-Primary if applicable) PMW(s) accurate and complete. <input type="checkbox"/> Community Volunteer Recruitment PMW is accurate and complete. <input type="checkbox"/> Member Development PMW is accurate and complete. 3. Labor Organization Certification Form <ul style="list-style-type: none"> <input type="checkbox"/> Form complete and signed. <input type="checkbox"/> Written justification provided for the option selected. 4. Operational and Financial Management Survey 5. Audited Financial Statements 6. Schedule of Federal Expenditures
	New applicants must also provide: <ol style="list-style-type: none"> 7. New Applicant Certification Form 8. AmeriCorps Organizational Self-Assessment
	Re-competing applicants must also provide: <ol style="list-style-type: none"> 9. Evaluation Plan <ul style="list-style-type: none"> <input type="checkbox"/> Submitted using the Evaluation Plan Template document <input type="checkbox"/> Includes all required information 10. Evaluation Report (if applicable) <ul style="list-style-type: none"> <input type="checkbox"/> Submitted as a Word document. <input type="checkbox"/> Includes title page with grant ID, the name of the program, and the date of completion for the report.
	Fixed Amount Grant applicants must also provide: <ol style="list-style-type: none"> 11. AmeriCorps Budget Worksheet <ul style="list-style-type: none"> <input type="checkbox"/> Budget is complete and follows all instructions. <input type="checkbox"/> Cost per MSY matches the amount requested in eGrants.

	<p>As applicable, applicants may be required to provide:</p> <p>12. Evidence Base Supporting Documents</p> <ul style="list-style-type: none"> □ Up to 2 reports submitted if claiming Preliminary, Moderate, or Strong evidence. <p>13. Federally Approved Indirect Cost Agreement</p> <ul style="list-style-type: none"> □ Include if using a federally approved indirect cost rate to calculate administrative costs in budget. <p>14. Request for Alternative Match Schedule</p> <ul style="list-style-type: none"> □ Include if qualified. <p>15. Requests to Waive Requirements</p> <ul style="list-style-type: none"> □ Include waiver if living allowance is below the minimum. □ Include waiver if match requirement not met. □ Include waiver if requesting less than 20 MSY. □ Include waiver if minimum of two members per site requirement is not met.
	<p>Application is submitted in the CV AmeriCorps Grants Portal by deadline.</p>

III. Submitting Your Application in eGrants

Applicants must submit applications electronically via [eGrants, AmeriCorps's web-based application system](#). AmeriCorps recommends that applicants create an eGrants account and begin the application at least three weeks before the deadline. Please familiarize yourself with the eGrants system as you prepare your application. You can do so without submitting anything to learn how it works. Applicants should draft the application as a Word document, then copy and paste the text into the appropriate eGrants field no later than 10 days before the deadline. As the eGrants system is not managed by California Volunteers, it is important that applicants give themselves ample time to submit their application by the submission deadline.

The applicant's authorized representative must be the person who submits the application. The authorized representative must use his or her own eGrants account to sign and submit the application. A copy of the governing body's authorization for this official representative to sign must be on file in the applicant's office.

Applicants should contact the National Service Hotline at (800) 942-2677 or via [eGrants Questions](#) if they have a problem when they create an account, prepare, or submit the application. National Service Hotline hours are posted at <https://questions.nationalservice.gov/>.

Be prepared to provide the application ID, organization's name, and the competition to which the organization is applying. If the issue cannot be resolved by the deadline, applicants must continue working with the National Service Hotline to submit via eGrants.

Creating an Application in eGrants

New and Recompeting Applicants

New applicants need to establish an eGrants account by accessing the [eGrants website](#): <https://egrants.cns.gov/espan/main/login.jsp> and selecting "Don't have an eGrants account? Create an account."

In eGrants, before Starting Section I you will need to:

- Start a new Grant Application
 - If you are **recompeting** (in the final year of a competitive funding cycle and applying for a new grant cycle), **select: Continuation/Renewal**
 - If you are not a current grantee, but have received an AmeriCorps grant from California Volunteers in the past five years, select: Continuation/Renewal
 - If you are **applying for the first time** or are a **former grantee** whose last AmeriCorps grant was received **more than five years ago**, select **New**. (Note: previous competitive funding history for the same project, even if more than five years ago, may still affect some application requirements; see the Request for Applications for more details)
 - If you are a **current planning grantee applying for an implementation grant**, select **New**
- Select a Program Area (AmeriCorps)
- Select a NOFA
 - If you are applying for a **Cost-Reimbursement Grant**, select "**FY 2024 AmeriCorps State and Territory Commission (New and Continuations)**".
 - If you are applying for a **Fixed Amount Grant**, select "**FY 2024 AmeriCorps State and Terr Comm Fixed Amount, EAP (New and Continuation)**".

Your eGrants application consists of the following components. Make sure to complete each section.

1. Applicant Info

2. Application Info
3. Narratives
4. Logic Model
5. Performance Measures
6. Program Information
7. Documents
8. Budget
9. Funding/Demographics
10. Review
11. Authorize, and Submit

1. Applicant Info

Enter or update the requested information in the fields that appear. The contact person needs to be the person who can answer questions about the application. Information entered in the Applicant Info, Application Info, and Budget sections will populate the SF 424 Facesheet.

IMPORTANT NOTE: If you are unable to select a program from the drop-down list or create a new program, contact funding@californiavolunteers.ca.gov immediately.

2. Application Info

In the Application Info Section enter:

- Areas affected by your proposed program. Please include the two-letter abbreviation with both letters capitalized for each state where you plan to operate. Separate each two-letter state abbreviation with a comma. For city or county information, please follow each one with the two-letter capitalized state abbreviation.
- Requested project period start and end dates. These are your program's proposed start and end dates. These dates must fall within the length of the project period as specified in the *Request for Applications*.
- The Application is Subject to Review by State Executive Order 12372 Process: This is pre-filled as "No, this is not applicable."
- Indicate Yes or No if you are delinquent on any federal debt. If yes, provide an explanation.
- State Application Identifier: Enter N/A.

3. Narratives Instructions

The narrative section of the application is your opportunity to convince reviewers that the proposed program meets the selection criteria. Below are some general recommendations to help you present your project in a way the reviewers may find compelling or persuasive.

- **Lead from your program strengths and be explicit.** Do not make the mistake of trying to stretch your program to fit each funding priority and special consideration articulated in the *RFA*.
- **Be clear and succinct.** Reviewers are not interested in jargon, boilerplate, rhetoric, or exaggeration. They are interested in learning *precisely* what you intend to do, and how your project responds to the selection criteria.
- **Avoid circular reasoning.** The community need you describe should not be defined as the lack of the solution you are proposing.
- **Explain how.** Avoid simply stating that the criteria will be met. Explicitly describe how the proposed project will meet the criteria.
- **Don't make assumptions.** Even if you have received AmeriCorps funding in the past, do not assume your reviewers know anything about you, your proposed program, your partners, or your beneficiaries. Avoid overuse of acronyms.

- **Use an impartial proofreader.** Have someone read and critique the narrative.
- **Follow the instructions and discuss each criterion in the order they are presented in the instructions.** Use headings to differentiate narrative sections by criterion.

In eGrants, you will enter text for

- Executive Summary
- Rationale and Approach (Program Design)
- Organizational Capability
- Cost Effectiveness and Budget Adequacy

Note: The Narratives Section also includes fields for Clarification Summary, Amendment Justification, and Continuation Changes. **Please enter N/A in these fields. They will be used at a later date to enter information for clarification following review, to request amendments once a grant is awarded, and to enter changes in the narrative in continuation requests.**

Reviewers will assess your application against the selection criteria identified in the *Request for Applications*. To best respond to the criteria listed in the RFA, we suggest you include a brief discussion of each bullet if it pertains to your application.

Selection Criteria

Each application must clearly describe a project that will effectively deploy AmeriCorps members to solve a significant community problem. Specifics about the selection criteria are published in the Request for Applications.

A. Executive Summary

Please fill in the blanks of these sentences to complete the Executive Summary. Do not deviate from this template:

"The [Name of the organization] will have [Number of] AmeriCorps members who will [service activities the members will be doing] in [the locations the AmeriCorps members will serve]. At the end of the first program year, the AmeriCorps members will be responsible for [anticipated outcome of project]. In addition, the AmeriCorps members will leverage [number of leveraged volunteers, if applicable] who will be engaged in [what the leveraged volunteers will be doing].

The AmeriCorps investment will be matched with \$[amount of projected match], \$[amount of local, state, and Federal Funds] in public funding and \$[amount of non-governmental funds] in private funding."

Fixed-Amount grant applicants (EAP, Full-Cost Fixed, No Cost Slots) should list their Other Revenue (use the Mandatory Supplemental Information) in the Executive Summary because they are not required to provide a specific amount of match, but still raise significant additional resources to operate the program.

B. Program Design (50 percent)

Reviewers will consider the quality of the application's response to the criteria below. Do not assume all sub-criteria are of equal value. Please ensure the Community and Logic Model incorporates the funding priorities listed above, for example supporting communities historically excluded and/or underserved from government services, addressing structural and institutional inequities, or increasing opportunity in order to achieve sustainable change in communities.

1. Community Need and Logic Model (24 points)

The applicant's program narrative will provide a detailed summary of the community problem, including:

- The role current or historical inequities faced by underserved communities may play in contributing to the problem.
- The community need as it relates to the [CDC's Social Vulnerability Index](#) and to communicate the severity and prevalence of the problem.

The applicant's intervention is likely to lead to the outcomes identified in the organization's Logic Model. No additional narrative is needed other than what is contained within the logic model.

The applicant will depict in the Logic Model:

- The inputs or resources that are necessary to deliver the intervention, including but not limited to:
 - Locations or sites in which members will provide services
 - Context in which the intervention is delivered (e.g., the setting where the intervention is delivered)
 - Number of AmeriCorps members who will deliver the intervention
 - Characteristics of AmeriCorps members, including specific knowledge, skills, and abilities required to implement the intervention
- The core activities that define the intervention or program model that members will implement or deliver, including:
 - Duration of the intervention (e.g., the total number of weeks, sessions or months of the intervention)
 - Dosage of the intervention (e.g., the number of hours per session or sessions per week)
 - Target population for the intervention (e.g., disconnected youth, third graders at a certain reading proficiency level)
- The measurable outputs that result from delivering the intervention (i.e., number of beneficiaries served, types and number of activities conducted, equity gaps closed). If applicable, identify which [National Performance Measures](#) will be used as output indicators.
- Outcomes that demonstrate meaningful changes in knowledge/skill, attitude, behavior, or condition that occur as a result of the intervention. If applicable, identify which National Performance Measures will be used as outcome indicators.

Note: The Logic Model is a visual representation of the applicant's Theory of Change. Programs should include short, medium, or long-term outcomes in the Logic Model. Applicants are not required to measure all components of their Logic Model. The applicant's performance measures should be consistent with the program's Logic Model and should represent significant program activities.

Rationales and justifications should be informed by the organization's performance data (e.g., program data observed over time that suggests targets are reasonable), relevant research (e.g. targets documented by organizations running similar programs with similar populations), or prior program evaluation findings.

Applicants with multiple interventions should complete one Logic Model chart which incorporates each intervention. Logic Model content that exceeds eight pages will not be reviewed.

Note: The Logic Model is also included in the California Performance Measurement Worksheet (PMW). California Volunteers recommends applicants complete the PMW first and copy over the Logic Model components to eGrants. Be mindful of the page limit on the Logic Model.

2. Evidence Base (20 points)

The assessment of an applicant's evidence base has two parts. First, the applicant will be assigned to an evidence tier (use the Mandatory Supplemental Information). Second, the quality of the applicant's evidence and the degree to which it supports the proposed program design, including program aligned with the priority areas (use the A.2 Funding Priorities section), will be assessed and scored.

Evidence Tier (12 points)

An evidence tier will be assessed for each applicant for the purpose of understanding the relative strength of each applicant's evidence base and the likelihood that the proposed intervention will lead to outcomes identified in the Logic Model.

In 2023, the evidence tiers of successful AmeriCorps State and National applicants that were competing were as follows: Strong 25 percent, Moderate 12 percent, Preliminary 20 percent, and Pre-Preliminary 43 percent. As these figures indicate, AmeriCorps values and funds programs at all points along the evidence continuum and expects programs to progress along the evidence continuum over time. Thus, **applicants should not be deterred from applying for funding due to their current evidence level.**

Applicants who have outcome or impact evaluation reports of the same intervention described in the application and Logic Model (use the Mandatory Supplemental Information for a definition of "same intervention") may submit up to two of those reports, plus (if applicable) the evaluation report from their last three-year grant cycle, to qualify for the Preliminary, Moderate, or Strong evidence tier. In order to qualify for consideration, the intervention evaluated in the submitted report(s) must match the intervention proposed by the applicant in the following areas, all of which must be clearly described in the Community and Logic Model sections of the application:

- Characteristics of the beneficiary population, including evidence of current or historic inequities facing the population;
- Characteristics of the population delivering the intervention;
- Dosage (frequency and duration) and design of the intervention, including all key components and activities;
- The context in which the intervention is delivered; and
- Outcome of the intervention.

Submitted reports that do not sufficiently match the intervention proposed by the applicant in all of these areas will not be considered applicable and will not be reviewed or receive any points. Submission of additional documents that are not consistent with the guidance and requirements described in the Notice (e.g., advocacy pieces, policy briefs, other narratives that are not research studies or program evaluations) will not be reviewed.

In the Evidence Tier section of the application narrative, applicants must (1) summarize the study design and key findings of any outcome or impact evaluation report(s) submitted and (2) describe any other evidence that supports their program, including past performance measure data and/or other research studies that inform their program design. Applicants who submit evaluation reports for consideration must also describe in the Evidence Base section of the

application narrative how the intervention described in the submitted reports is the same as the intervention described in the application (use the Mandatory Supplemental Information.)

Applicants should provide citations for the studies they describe, if applicable; however, reviewers will not review any documents external to the application other than evaluation report(s) submitted in accordance with the Notice instructions.

Applicants must meet all requirements of an evidence tier in order to be considered for that tier.

If the evaluation reports submitted by the applicant do not meet the definitions in the Mandatory Supplemental Information, the applicant may be considered for a lower evidence tier.

Evidence Quality (8 points)

After the applicant's evidence tier has been assessed, the quality of the applicant's evidence and the extent to which it supports the proposed program design will be assessed and scored.

Applicants who are assessed as being in the Preliminary, Moderate, or Strong evidence tiers, reviewers will score the submitted evaluation reports using the following standards:

- The submitted reports are of satisfactory methodological quality and rigor for the type of evaluation conducted (e.g., adequate sample size and statistical power, internal and/or external validity, appropriate use of control or comparison groups, etc.);
- The submitted reports describe evaluations that were conducted relatively recently, preferably within the last six years;
- The submitted reports show a meaningful and significant positive effect on program beneficiaries or AmeriCorps members in at least one key outcome of interest.

Applicants that are assessed as being in the Pre-Preliminary evidence tier, reviewers will score the narrative provided in the Evidence Base section of the application using the following standards:

- The applicant uses relevant evidence, including past performance measure data and/or cited research studies, to inform their proposed program design;
- The described evidence is relatively recent, preferably from the last six years;
- The evidence described by the applicant indicates a meaningful positive effect on program beneficiaries or AmeriCorps members in at least one key outcome of interest.

Applicants assessed in the Pre-Preliminary evidence tier that do not provide adequate responses to the Evidence Quality standards will not meet the threshold requirements for this Notice and will not be considered for funding.

3. Funding Priority (up to 3 additional points per priority)

The applicant proposed program design (as articulated in the program narrative and/or logic model) incorporates one or more (3 additional points for each of the following) program design elements:

- **Organizations leading service in communities with concentrated poverty, rural communities, tribal communities, and those organizations serving historically underrepresented and underserved individuals**, including but not limited to communities of color, immigrants and refugees, people with disabilities, people who identify as part of the LGBTQIA+ community, people with arrest and/or conviction records, and religious minorities.
- **Climate action and 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.

- Programs that **provide additional 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.
- Programs that **create workforce pathways** for AmeriCorps members, including deliberate training, certifications, and hiring preferences or support.
- **Evidence-based interventions** on the [AmeriCorps Evidence Exchange](#) that are assessed as having Moderate or Strong evidence.
- Programs that **support civic bridgebuilding** programs and projects to reduce polarization and community divisions; and providing training in civic bridgebuilding skills and techniques to AmeriCorps members.
- Programs focused on **improving educational outcomes** for economically disadvantaged children, including improved school readiness; improved educational and behavioral outcomes of students in low-achieving elementary, middle, and high schools; and/or increasing readiness and access for post-secondary education and career opportunities; and those that prepare AmeriCorps members to enter teaching careers.

4. Member Experience (6 points)

- The applicant details how AmeriCorps members will be provided an opportunity to be leaders and gain skills during their term of service that will be valued by future employers (e.g., workforce pathways, increasing levels of responsibility and leadership roles for members).
- The applicant details how AmeriCorps members will be provided a high quality orientation to the community they will serve in that is from an asset based frame and guided and informed by the community.

C. Organizational Capability (25 percent)

Reviewers will consider the quality of the application's response to the following criteria below. Do not assume all sub-criteria are of equal value.

1. Organizational Background and Staffing (15 points)

- The applicant details the roles, responsibilities, and structure of the staff that will be implementing, providing oversight, and monitoring the program.
- The applicant has facilitated, partnered, or participated in educational or workforce development programs (i.e., pre-apprenticeship/registered apprenticeship, work experience and job training programs, etc.)
- The applicant describes their organization's mission and relevant experience in areas such as volunteer recruitment and management, community outreach, overcoming project implementation challenges, etc.

2. Member Supervision (6 points)

- The applicant details how AmeriCorps members will receive sufficient guidance and support from their supervisor to provide effective service (e.g., structure for member supervision: cadence and format of supervisor/AmeriCorps member check-ins, member and supervisor opportunities to assess strengths and opportunities for growth, member training plan, etc.).
- The applicant details how AmeriCorps supervisors will be adequately trained/prepared to follow AmeriCorps and program regulations, priorities, and expectations (e.g., structure for support of supervisors, training plan for supervisors related to supervision and AmeriCorps rules and regulations, cadence and format of AmeriCorps supervisors/their

supervisors check ins, opportunities to assess strengths and opportunities for growth of supervisors, etc.).

3. Commitment to Diversity, Equity, Inclusion, and Accessibility (4 points)

- The leadership and staff of the organization have similar lived experience as the beneficiary population and/or community being served.
- The applicant's definitions of diversity, equity, inclusion, and accessibility is demonstrated by the organization (e.g., diversity on the Board of Directors, agency staff and leadership, and/or volunteers) and the organization upholds a supportive and safe environment for individuals of diverse backgrounds.

D. Cost Effectiveness and Budget Adequacy (25 percent)

Reviewers will assess the quality of the application's response to the following criteria below.

1. Member Recruitment (7 points)

- The applicant provides a description of budget expenses to support successful recruitment of AmeriCorps members best suited to serve the community, for example from geographic or demographic communities in which the program operates.

2. Member Retention (8 points)

- The applicant provides a description of budget expenses to support retention of AmeriCorps members (e.g., additional member benefits such as increasing above the minimum living allowance, supporting workforce pathways, certifications, coaching for members, resume building, individual benefit as well as community building, network building, member recognition, alumni programming, etc.).

3. Data Collection (7 points)

- The applicant provides a description of budget expenses to support data collection, continuous improvement activities, and evaluation in service to evaluating the interventions and impact on the community and the member experience).

4. Budget Alignment to Program Design (3 points)

- The applicant's budget is aligned to the program design outlined in the narrative, meaning activities discussed in the narrative are incorporated in the budget in the agency or applicant share.

C. Evaluation Summary or Plan

Enter N/A. If you have previously received three or more years of competitive funding for the same project proposed in your application (see the Mandatory Supplemental Information for the AmeriCorps definition of "same project"), you must submit an evaluation plan as an attachment. Please use the evaluation plan template available in the Application Forms.

D. Amendment Justification

Enter N/A. This field will be used if you are awarded a grant and need to amend it.

E. Clarification Information

Enter N/A. This field may be used to enter information that requires clarification in the post-notification period. Please clearly label new information added during clarification with the date.

F. Continuation Changes

Enter N/A. This field will be used to enter changes in your narratives in your continuation requests.

4. Logic Model

Complete the logic model using the instructions provided in the Request for Applications.

California Volunteers recommends completing the California Performance Measurement Worksheets first and copy the Logic Model sections of the PMW into eGrants.

To begin entering your logic model from your eGrants application page, select "Logic Model" in the left side navigation menu.

In the first blank row of the logic model, click "edit." Clicking this link will open a pop-up screen with fields for each column of the logic model. Complete any fields that are applicable; there are no required fields in this screen. When you are finished, click "save and close."

You may add additional rows to include multiple interventions in the logic model by clicking "add a new row." However, please be mindful of the 8-page limit specified in the Request for Applications.

You may edit or delete an existing row by clicking "edit" or "delete" in the last column of the logic model.

5. Performance Measures Module Instructions

NOTE: These instructions are for completing the Performance Measures Module in eGrants. **You MUST first review the [National Performance Measure Instructions](#), then complete the California Performance Measurement Worksheets (PMWs)** - See Section IV.2. below. Once you have completed the PMWs, follow the instructions below to enter the Primary Needs and Service PMW into the eGrants module.

About the Performance Measures Module

In the performance measures module, you will:

- Provide information about your program's connection to AmeriCorps focus areas and objectives.
- Show MSY and member allocations.
- Create the required performance measure(s) as specified in the Performance Measure Instructions
- Set targets and describe data collection instruments and strategies for your performance measures.

Home Page

To start the module, click the "Begin" button on the Home Page.

As you proceed through the module, the Home Page will summarize your work and provide links to edit the parts of the module you have completed. You may also navigate sections of the module using the tab feature at the top of each page.

Once you have started the module, clicking "Continue Working" will return you to the tab you were on when you last closed the module.

To edit the interventions, objectives, MSYs, and member allocations for your application, click the "Edit Objectives/MSYs/Members" button.

After you have created at least one performance measure, the Home Page will display a chart summarizing your measures. To edit a performance measure, click the "Edit" button. To delete a measure, click "Delete." To create a new performance measure, click the "Add New Performance Measure" button.

Objectives Tab

On the objectives tab, applicants will account for the full range of their program activity. While applicants will need to select all of the objectives and interventions that are part of their program (as defined in the California Performance Measurement Worksheets), applicants are not expected to create performance measures for every focus area, objective, or intervention they select on this tab.

An expandable list of AmeriCorps focus areas appears on this tab. When you click on a focus area, a list of objectives from the AmeriCorps strategic plan appears. A list of common interventions appears under each objective.

First click on a focus area. Then click on an objective. **Only the performance measures that correspond to the objectives you select on this tab will be available for selection as you continue through this module.** To see which performance measures correspond to which objective, refer to the AmeriCorps Performance Measure Instructions.

Next, select all interventions that are part of your program design (as you defined in your Needs and Service PMWs). Interventions are the activities that members and/or volunteers will carry out to address the problem(s) identified in the application. Select "other" if one of your program's interventions does not appear on the list. Repeat these actions for each of your program's focus areas. Select "other" for your focus area and/or objective if your program activities do not fall within one of the AmeriCorps focus areas or objectives.

Once you have selected all applicable focus areas, objectives, and interventions, choose your program's primary focus area from the drop-down list. Only the focus areas that correspond to the objectives you selected above appear in the list. Next, select the primary intervention within your primary focus area. You will be required to create an aligned performance measure (output paired with outcome) that contains your primary intervention. Note that your primary intervention, and the performance measure associated with your primary intervention, must be focused on the community impact of the program, not on AmeriCorps member development.

You may select a secondary focus area and a secondary intervention. The primary and secondary focus area may be the same if you have more than one intervention within the focus area.

MSYs/Members Tab

On this tab, you will enter information about the allocation of MSYs and members across the focus areas and objectives you have selected. You must allocate 100% of your program's MSYs to focus areas and objectives. When you create your performance measures, you will be asked to allocate MSYs to each performance measure; however, you will not be required to assign 100% of your total MSYs to performance measures.

Begin by entering the total MSYs for your program. This must match the total MSYs in your budget. Please double-check your budget to make sure that the total MSY values match.

Next, enter the number of MSYs your program will allocate to each objective. Only the objectives that were selected on the previous tab appear in the MSY chart. If some of your

program's objectives are not represented in the chart, return to the previous tab and select additional objectives. The MSY chart must show how all your program's resources are allocated. If the only activity in an objective that you have selected is focused on AmeriCorps member development rather than beneficiary impact, enter 0 MSYs for that objective.

As you enter MSYs into the MSY column of the chart, the corresponding percentage of MSYs will calculate automatically. When you have finished entering your MSYs, the total percentage of MSYs in the chart must be 100%. The total number of MSYs in the chart must equal the number of MSYs in your budget.

In the members column, enter the number of members who will be assigned to each objective. Some members may perform services across more than one objective. If this is the case, allocate these members to all applicable objectives. For example, if one member performs service in both school readiness and K-12 success, allocate one member to each of these objectives. It is acceptable for the total number of members in this table to exceed total slots requested in the application due to counting members' service across multiple objectives. If the only activity in an objective that you have selected is focused on AmeriCorps member development rather than beneficiary impact, enter 0 members for that objective.

To ensure that information is entered accurately, please refer to additional instructions in Appendix A of the National Performance Measure Instructions on calculating and entering MSY and member allocations.

Performance Measure Tab

This tab allows you to create performance measures for all the grant activities you intend to measure.

Begin by creating the aligned performance measure for your primary intervention. After creating your required performance measure, you will be able to create additional performance measures if desired.

To create a performance measure, begin by selecting an objective. The list of objectives includes those you selected on the objectives tab. Note that programs may not create performance measures for the Find Opportunity, Teacher Corps, Green Jobs, or Access & Attract objectives, since these are member-focused objectives. Member-focused outputs and outcomes related to these objectives may be reported as Performance Data Elements on grantee progress reports.

Provide a short, descriptive title for your performance measure.

Briefly describe the problem your program will address in this performance measure.

Select the intervention(s) to be delivered by members and/or member-supported volunteers. The list of interventions includes the ones you selected previously for this objective. Select only the interventions that will lead to the outputs (plus outcomes, if applicable) of the performance measure and that are applicable to all beneficiaries counted under the measure. If you selected "other" as an intervention and wish to include an applicant-determined intervention in your aligned performance measure, click "add user intervention" and enter a one or two word description of the intervention. Do not a user-defined intervention that duplicates an intervention already available in the system.

Select output(s) for your performance measure. The output list includes only the National Performance Measure outputs that correspond to the objectives you have selected. If you do not wish to select National Performance Measures, and if the objective you have selected permits applicant-determined outputs, you may create an applicant-determined output by clicking in the checkbox next to the empty output text box and entering the text of your output indicator. You may create additional applicant-determined outputs for the performance measure by clicking "Add User Output." (Note: you are not permitted to create an applicant-determined output that duplicates a National Performance Measure output. If you do not see the National Performance Measure output that you wish to use, check the Selection Rules in the Performance Measure Instructions to make sure you selected the correct objective associated with that National Performance Measure output.)

Select outcome(s). If you have selected a National Performance Measures output that has corresponding National Performance Measures outcome(s), these outcomes will be available to select. If you do not wish to select a National Performance Measure outcome, you may create an applicant-determined outcome by clicking in the checkbox next to the empty outcome text box and entering the text of your outcome indicator. If you do not wish to select any outcome for your National Performance Measure output, click in the checkbox next to the empty outcome text box and enter "NA" in the outcome indicator text box.

If you have not selected a National Performance Measures output, or if there is no corresponding National Performance Measure outcome, create an applicant-determined outcome by clicking "Add User Outcome." All applicant-determined outputs must be paired with an applicant-determined outcome.

Enter the number of MSYs and members your program will allocate to achieving the outcomes and/or outputs you have selected in this performance measure. Since programs are not required to measure all grant activities, the number you enter does not have to correspond to the MSY chart you created on the MSY/Members tab; however, the total number of MSYs across all performance measures within a single objective cannot exceed the total number of MSYs previously allocated to that objective. Members may be double-counted across performance measures, but MSYs may not.

Click "next" to proceed to the data collection tab. Later you can return to this tab to create additional performance measures.

Data Collection Tab

On this tab, you will provide additional information about your interventions, instruments, and plan for data collection.

Describe the design and dosage (frequency, intensity, duration) of the interventions you have selected. Frequency refers to how often an intervention occurs (for example, number of sessions per week); intensity refers to the length of time devoted to the intervention (for example, number of minutes per session); and duration refers to the period of time over which the intervention occurs (for example, how many total weeks of sessions).

Expand each output and outcome and enter data collection information.

Select the data collection method you will use to measure the output or outcome. To select more than one method, click the "Add new method" button. To de-select a method, click the first (blank) line in the method drop-down.

Describe the specific instrument(s) you will use to measure the output or outcome. Include the title of the instrument(s), a brief description of what it measures and how it will be administered, and details about its reliability and validity if applicable. For outcomes, specify how much improvement in knowledge, attitude, behavior or condition is required to be counted as having improved and clearly explain how the instrument measures this.

Enter the target number for your output or outcome. Targets must be numbers, not percents.

For applicant-determined outputs and outcomes, enter the unit of measure for your target. The unit of measure should describe the beneficiary population you intend to count (children, miles, etc.). Do not enter percents or member service hours as units of measure. In most cases, the unit of measure should be the same for the outputs and outcomes in an aligned performance measure.

For output-only performance measures, eGrants will require text in the outcome data collection fields. If you do not wish to have an outcome for your National Performance Measure output, enter the following:

- Method: Select "other."
- Instrument Description: Enter "NA"
- Target: Enter "1"
- Unit of Measure: Enter "NA"

After entering data collection information for all outputs and outcomes, click "Mark Complete." You will return to the Performance Measure tab. If you wish to create another performance measure, repeat the process. If you would like to continue to the next step of the module, click "Next."

Summary Tab

The summary tab shows all of the information you have entered in the module.

To print a summary of all performance measures, click "Print PDF for all Performance Measures."

To print one performance measure, expand the measure and click "Print This Measure."

Click "Edit Performance Measure" to return to the Performance Measure tab.

Click "Edit Data Collection" to return to the Data Collection tab.

"Click Validate Performance Measures" to validate this module prior to submitting your application. You should also use the Performance Measures Checklist in Appendix B of the Performance Measure Instructions to self-assess your measure(s) prior to submission.

6. Program Information

In the Program Information Section, applicants must check the relevant boxes in order to be considered for AmeriCorps' assessment of the strategic considerations and Special Initiatives. Applicants should only check the boxes for those characteristics that represent a significant part of the program.

AmeriCorps Funding Priorities

Check any priority area(s) that apply to the proposed program. Only select Priorities that represent a significant part of the program focus, high quality program design, and outcomes.

Grant Characteristics

Check any grant characteristics that are a significant part of the proposed program.

7. Documents

In addition to the application submitted in eGrants, you are required to provide a number of additional documents. See the following section, Submitting Additional Documents, for detailed instructions on completing and submitting each document.

After you have submitted the documents via the instructions in the Request for Applications, change the status in eGrants from the default "Not Sent" to the applicable status "Sent," or "Not Applicable." No document should have the status "Already on File at AmeriCorps."

8. Budget Instructions

All applicants should use the AmeriCorps Budget Worksheet (Excel) to prepare their budget. Applicants may be asked to submit revisions to their budget using the AmeriCorps Budget Worksheet, so be sure to retain it even if it is not required at application.

For Cost Reimbursement grants: Follow the detailed budget instructions below when completing your Budget Worksheet and when transferring information to complete the budget in eGrants. Cost Reimbursement applicants **do not** submit the Budget Worksheet as an Additional Document.

For Fixed Amount grants, including EAPs: Follow the detailed budget instructions below in preparing your Excel budget Worksheet. Fixed Amount grant applicants do not submit a detailed budget in eGrants, but they must submit a Budget Worksheet as an Additional Document to demonstrate that the program has sufficient resources to operate.

Preparing Your Budget

Be sure to review your completed budget against the *Budget Analysis Checklist* provided at the end of this section to ensure that your budget is complete and accurate.

As you prepare your budget:

- All the amounts you request must be defined for a particular purpose. Do not include miscellaneous, contingency, or other undefined budget amounts.
- Itemize each cost and present the basis for all calculations in the form of an equation.
- Do not include unallowable expenses, e.g., entertainment costs (which include food and beverage costs) unless they are justified as an essential component of an activity.
- Do not include fractional amounts (cents).

Programs must comply with all applicable federal laws, regulations, and the requirements of the Uniform Guidance. Please refer to the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (2 CFR Part 200) for allowable, allocable, and reasonable cost information, as well as, audit requirements, including the need to provide audits to the Clearinghouse if expending over \$750,000 in federal funds. The OMB Uniform Guidance can be found on-line at https://www.ecfr.gov/cgi-bin/text-idx?tpl=/ecfrbrowse/Title02/2cfr200_main_02.tpl.

Budget Detail Instructions

All applicants should complete the Budget Worksheet, but only Fixed Amount applicants are required to submit it as an Additional Document. Follow the instructions below to prepare a compliant budget.

Section I. Program Operating Costs

Complete Section I, Program Operating Costs, of the Budget by entering the "Total Amount," "CNCS Share," and "Grantee Share" for Parts A-I, for Year 1 of the grant, as follows:

A. Personnel Expenses

Under "Position/Title Description," list each staff position separately and provide a brief position description, salary, and percentage of effort devoted to this award. Each staff person's role listed in the budget must be described in the application narrative and each staff person mentioned in the narrative must be listed in the budget as either CNCS or Grantee Share. Because the purpose of this grant is to enable and stimulate volunteer community service, do not include the value of direct community service performed by volunteers. However, you may include the value of volunteer services contributed to the organization for organizational functions such as accounting, audit work, or training of staff and AmeriCorps members.

At least one full-time staff member must have 100% of their time allocated to managing the AmeriCorps program. For Column 2, under '% of FTE Time Spent on Program', please include the percentage of time for a full-time equivalent (FTE) employee. For example, if a part-time staff member who works 20 hours a week spends 100% of their time working on the AmeriCorps program, Column 2 should reflect 50%. This section should contain costs associated only with those staff performing direct program services. All program staff must use functional timesheets to record time spent on the grant. Those providing general administrative or management functions should be budgeted under Section III.

B. Personnel Fringe Benefits

Under "Purpose/Description," identify the types of fringe benefits to be covered and the costs of benefit(s) for each staff position. Allowable fringe benefits typically include FICA, Worker's Compensation, Retirement, SUTA, Health and Life Insurance, IRA, and 401K. You may provide a calculation for total benefits as a percentage of the salaries to which they apply or list each benefit as a separate item. If a fringe amount is over 30%, please list covered items separately and justify the higher cost. Holidays, leave, and other similar vacation benefits are not included in the fringe benefit rates but are absorbed into the personnel expenses (salary) budget line item. This section should include only benefits associated with staff identified in Section IA.

C. 1. Staff Travel

Describe the purpose for which program staff member will travel. Provide a calculation to include itemized costs for airfare, transportation, lodging, per diem, and other travel-related expenses multiplied by the number of trips/staff. Where applicable, identify the current standard reimbursement rate(s) of the organization for mileage daily per diem, and similar supporting information. Reimbursement should not exceed the federal mileage rate unless a result of applicant policy and justified in the budget narrative. Only domestic travel is allowable. Only domestic travel is allowable. Any out of state travel requires advance approval from CV.

CV expects all applicants to include funds in this line item for travel for program staff and site staff to attend CV-sponsored technical assistance meetings or trainings. There may be two to three such opportunities per year, including opportunities for fiscal training. At a minimum, all applicants are required to have at least two staff attend the CV-sponsored annual California AmeriCorps Conference. Include a registration cost of \$250 per staff. This requirement should be considered when creating the budget.

Please itemize the costs. For example: Two staff members will attend the California AmeriCorps Conference in Los Angeles.

California AmeriCorps conference: 2 staff X \$250 airfare + \$50 ground transportation + \$250 registration fee+ (2 days) X \$100 lodging + \$35 per diem = \$1,640

C. 2. Member Travel

Describe the purpose for which members will travel. Provide a calculation to include costs for airfare, transportation, lodging, per diem, and other related expenses for members to travel outside their service location or between sites. Costs associated with local travel, such as bus passes to local sites, mileage reimbursement for use of car, etc., should be included in this budget category. Where applicable, identify the current standard reimbursement rate(s) of the organization for mileage, daily per diem, and similar supporting information. In NO CASE may budgeted rates exceed federal rates.

D. Equipment

Equipment is defined as tangible, non-expendable personal property having a useful life of more than one year AND an acquisition cost of **\$5,000 or more per unit** (including accessories, attachments, and modifications). Any items that do not meet this definition should be entered in E. Supplies below. Purchases of equipment are limited to 10% of the total CNCS funds requested. If applicable, show the unit cost and number of units you are requesting. Provide a brief justification for the purchase of the equipment under Item/Purpose.

E. Supplies

AmeriCorps members must wear an AmeriCorps logo on a daily basis—preferably clothing with the AmeriCorps logo. The item with the AmeriCorps logo is a required budget expense. Please include the cost of the item with the AmeriCorps logo in your budget or explain how your program will be providing the item to AmeriCorps members without using grant funds. Grantees may add the AmeriCorps logo to their own local program uniform items using federal funds. Please note that your program will be using the AmeriCorps logo in the budget description.

Include the amount of funds to purchase consumable supplies and materials, including member service gear and equipment that does not fit the definition above. You must individually list any single item costing \$1,000 or more. Except for safety equipment, grantees may only charge the cost of member service gear to the federal share if it includes the AmeriCorps logo. All safety gear may be charged to the federal share, regardless of whether it includes the AmeriCorps logo. All other service gear must be purchased with non-CNCS funds.

F. Contractual and Consultant Services

Include costs for consultants related to the project's operations, except training or evaluation consultants, who will be listed in Sections G. or H., below.

G. 1. Staff Training

Include the costs associated with training staff on project requirements and training to enhance the skills staff need for effective project implementation, i.e., project or financial management, team building, etc. Please include any training/conference registration in this line item.

G. 2. Member Training

Include the costs associated with member training to support them in carrying out their service activities, for example, orientation, project-specific skills such as age-appropriate tutoring, CPR, or ecosystems and the environment. You may also use this section to request funds to support training in Life After AmeriCorps. If using a consultant(s) for training, indicate the estimated daily rate.

H. Evaluation

Include costs for project evaluation activities, including additional staff time or subcontracts, use of evaluation consultants, purchase of instrumentation, and other costs specifically for this activity not budgeted in Personnel Expenses. This cost **does not** include the daily/weekly gathering of data to assess progress toward meeting performance measures, but is a larger assessment of the impact your project is having on the community, as well as an assessment of the overall systems and project design. Indicate daily rates of consultants, where applicable.

I. Other Program Operating Costs

Allowable costs in this budget category should include when applicable:

- Criminal history background checks for all members and for all employees or other individuals who receive a salary, education award, living allowance, or stipend or similar payment from the grant (federal or non-federal share). Please include the cost of the NSOPW, state check, and FBI check for criminal history checks for all covered positions. If you do not budget funds, you must note an explanation in the budget for how you will cover the costs.
- Office space rental for projects operating without an approved indirect cost rate agreement that covers office space. If you budget space and it is shared with other projects or activities, you must equitably pro-rate and allocate the costs between the activities or projects.
- Utilities, telephone, internet, postage, copying, and similar expenses that are specifically used for AmeriCorps members and AmeriCorps project staff, and are not part of the organization's indirect cost allocation pool. If you budget and share such expenses with other projects or activities, you must equitably pro-rate and allocate the costs between the activities or projects.
- Recognition costs for members. List each item and provide a justification in the budget narrative. Gifts and/or food in an entertainment/event setting are not allowable costs. Retention incentives/performance awards are allowable to the extent they are 1) reasonable, necessary, and allowable for program outcomes; 2) tied to the program narrative; 3) fair; 4) consistently applied; and 5) part of the organization's written policies and procedures.
- Retention incentives/performance awards are allowable to the extent they are 1) reasonable, necessary, and allowable for program outcomes; 2) tied to the program narrative; 3) fair; 4) consistently applied; and 5) part of the organization's written policies and procedures.

Section II. Member Costs

Member Costs are identified as "Living Allowance" and "Member Support Costs." Your required match can be federal, state, local, or private sector funds.

A. Living Allowance

The budget should clearly identify the number of members you are supporting by category (i.e., full-time, half-time, reduced-half-time, quarter-time, minimum-time, abbreviated-time) and the amount of living allowance they will receive, allocating appropriate portions between CNCS's share (CNCS Share) and grantee match (Grantee Share).

All applicants are strongly encouraged to provide a member living allowance that is adequate to meet basic living costs in order to successfully recruit and retain AmeriCorps members.

Applicants must provide a living allowance of at least \$30,000 for Full-Time members serving a 1700-hour term of service and a prorated amount for all other slot types (see the table below).

Applicants who can demonstrate they have been able to achieve a high enrollment rate (at least 80% or higher for the most recent two completed program years) in a low cost of living area of the state may request to waive this requirement.

Term of Service	Minimum # of Hours	Minimum Living Allowance	Maximum Living Allowance
Full Time	1,700	\$30,000	\$37,400
Three-Quarter Time	1,200	\$21,176	\$26,180
Half Time	900	\$15,882	\$18,700
Reduced Half Time	675	\$11,912	\$14,212
Quarter Time	450	\$7,941	\$9,724
Minimum Time	300	\$5,294	\$7,854
Abbreviated Time	100	\$1,765	\$2,244

In eGrants, enter the total number of members you are requesting in each category. Enter the average amount of the living allowance for each type of member.

B. Member Support Costs

Consistent with California State law, you must provide members with the benefits described below:

- **FICA for Members.** Unless exempted by the IRS with accompanying documentation (note in the narrative and provide documentation with application), all projects must pay FICA for any member receiving a living allowance, even when CNCS does not supply the living allowance. If exempted, please note in the narrative and provide documentation with application. In the first column next to FICA, indicate the number of members who will receive FICA. Calculate the FICA at 7.65% of the total amount of the living allowance.
- **Worker's Compensation.** Under California Labor Code Sections 3351 to 3352(j) inclusive, Subgrantees are required to provide workers' compensation insurance for AmeriCorps members as they would for any other employee.
- **Health Care.** You must offer or make available health care benefits to full-time members in accordance with AmeriCorps requirements. Except as stated below, you may not pay health care benefits to less-than-full-time members with AmeriCorps funds. You may choose to provide health care benefits to less-than-full-time members from other sources (i.e., non-federal) but the cost cannot be included in the budget. Less-than-full-time members who are serving in a full-time capacity for a sustained period of time (such as a full-time summer project) are eligible for health care benefits. If you budget health insurance for less-than-full-time members serving in a full-time capacity, indicate in the budget narrative. In your budget narrative, indicate the number of members who will receive health care benefits. AmeriCorps will not pay for dependent coverage. If health care is not budgeted for all full-time members, please confirm all full-time members will have access to coverage.
- **Unemployment Insurance and Other Member Support Costs.** Include any other required member support costs here. Under California Unemployment Insurance Code Section 634.5, AmeriCorps members are not considered "employees" and therefore, California State AmeriCorps programs are not required to pay unemployment insurance taxes for members.

Section III. Administrative/Indirect Costs

Definitions

Administrative costs are general or centralized expenses of the overall administration of an organization that receives CNCS funds and do not include particular project costs. These costs

may include administrative staff positions. For organizations that have an established indirect cost rate for federal awards, administrative costs mean those costs that are included in the organization's indirect cost rate agreement. Such costs are generally identified with the organization's overall operation and are further described in Office of Management and Budget Circulars A-21 (2CFR 220), A-87 (2 CFR 225), and A-122 (2 CFR 230).

Options for Calculating Administrative/Indirect Costs (choose either A, B, or C)

Applicants can choose to use one of two methods to calculate allowable administrative costs – a CNCS fixed percentage method or a federally approved indirect cost rate method. Regardless of the option chosen, CNCS's share of administrative costs is limited to 5% of the total CNCS funds **actually expended** under this grant.

A. CNCS Fixed Percentage Method

Five/Ten Percent Fixed Administrative Costs Option

CNCS fixed rate allows you to charge administrative costs up to a cap without a federally approved indirect cost rate and without documentation supporting the allocation. If you choose CNCS Fixed Percentage Method (Section IIIA in eGrants), you may charge, for administrative costs, a fixed 5% of the total of CNCS funds expended. In order to charge this fixed 5%, the grantee match for administrative costs may not exceed 10% of all direct cost expenditures.

1. To determine CNCS share for Section III: Multiply the sum of CNCS funding shares of Sections I and II by 0.0526. This is the maximum amount you can request as CNCS share. The 5% maximum is calculated by multiplying the sum of CNCS's share of Section I and Section II by the factor 0.0526. The factor 0.0526 is used to calculate the maximum amount of federal funds that may be budgeted for administrative (indirect) costs, rather than 0.0500, as a way to mathematically compensate for determining Section III costs when the total budget (Sections I + II + III) is not yet established. (If 0.0500 was used, the resulting Section III costs would be less than the maximum 5% of total costs that are permitted under CNCS's regulations.) As allowed by CNCS, California Volunteers retains 40% of the federal share of administrative costs.
2. To determine the maximum Grantee share for Section III: Multiply the total (both CNCS and grantee share) of Sections I and II by 10% (0.10) and enter this amount as the grantee share for Section III A.
3. Enter the sum of CNCS and grantee shares under Total Amount.

B. Federally Approved Indirect Cost Rate Method

If you have a Federally Approved Indirect Cost (IDC) rate and choose to use it, the IDC rate will constitute documentation of your administrative costs including the 5% maximum payable by CNCS. Specify the Cost Type for which your organization has current documentation on file, i.e., Provisional, Predetermined, Fixed, or Final indirect cost rate. Supply your approved IDC rate (percentage) and the base upon which this rate is calculated (direct salaries, salaries and fringe benefits, etc.). It is at your discretion whether or not to claim your entire IDC rate to calculate administrative costs. If you choose to claim a lower rate, please include this rate in the Rate Claimed field.

1. Determine the base amount of direct costs to which you will apply the IDC rate, including both CNCS and Grantee's shares, as prescribed by your established rate agreement (i.e., based on salaries and benefits, total direct costs, or other). Then multiply the appropriate direct costs by the rate being claimed. This will determine the total amount of indirect costs allowable under the grant.
2. To determine CNCS share: Multiply the sum of CNCS funding share in Sections I and II by 0.0526. This is the maximum amount you can claim as CNCS share of indirect costs. As

allowed by CNCS, California Volunteers retains 40% of the federal share of administrative costs.

3. To determine the maximum Grantee share: Subtract the amount calculated in step 2 (CNCS administrative share) from the amount calculated in step 1 (the Indirect Cost total). This is the amount the applicant can claim as grantee share for administrative costs.

Calculation of CV/Grantee Share of Federal Administrative Costs

As allowed by CNCS, California Volunteers elects to retain a share of the 5% of the federal funds available for administrative costs. To calculate these fractional shares, within Section III of the subgrant budget, **two-fifth 40%) of the federal dollars budgeted for administrative costs are allocated to CV's share and three-fifths (60%) of the federal dollars budgeted for administrative costs are allocated to the program's share. Because programs budget the 5% administrative maximum by multiplying CNCS's share of Section I and Section II costs by the factor 0.0526, the allocation between commission and program shares would be calculated as follows:**

$$([\text{Section I CNCS Share}] + [\text{Section II CNCS Share}] \times 0.0526) \times (0.40) = \text{CV Share}$$

$$([\text{Section I CNCS Share}] + [\text{Section II CNCS Share}] \times 0.0526) \times (0.60) = \text{Subgrantee Share}$$

C. De Minimis Rate of 10% of Modified Total Direct Costs

Organizations who have **never**, at any point in time, held a federally negotiated indirect cost rate (except for those non-Federal entities described in Appendix VII to Part 200—States and Local Government and Indian Tribe Indirect Cost Proposals, paragraph (d)(1)(B)) and who receive less than \$35 million in direct federal funding, may indefinitely use a de minimus rate of 10% of modified total direct costs (MTDC). Additional information regarding what is included in MTDC and use of this option can be found at 2 CFR 200.414(f) and 200.68. If this option is elected, it must be used consistently across all federal awards..

Source of Match

In the "Source and Types of Match Contributions" table that appears at the bottom of the *Budget Narrative*, enter the specific source of match (i.e. The Star Foundation, Franklin Unified School District, etc.), the match type [State/Local, Federal, or Private], the amount of cash and the dollar amount of in-kind, and a brief description of the intended purpose of the match (e.g. personnel expenses, travel, etc.). Define any acronyms the first time they are used. In the brief description, indicate whether the match is "proposed" or "secured." This information must also be entered into the Source of Funds field that appears at the end of Budget Section III in eGrants.

Note: the value of the Segal Education Awards that members earn for their service is not identified in the budget. Also, the childcare reimbursements provided to eligible members is not included in the budget.

Budget Checklist

Use this checklist to review your completed budget (this include Fixed grants for the Excel Budget detail required to submit as an additional document) to help assure that it is accurate and meets AmeriCorps requirements. Please complete but DO NOT include with your application.

In Compliance?	Section I. Program Operating Costs
Yes __ No __	Costs charged under the Personnel line item directly relate to the operation of the AmeriCorps project? Examples include costs for staff who recruit, train, place, or supervise members as well as manage the project.

In Compliance?	Section I. Program Operating Costs
Yes ___ No ___	Staff indirectly involved in the management or operation of the applicant organization are funded through the administrative cost section (Section III) of the budget? Examples of administrative costs include central management and support functions.
Yes ___ No ___	Staff fundraising expenses are not charged to the grant? You may not charge AmeriCorps staff members' time and related expenses for fundraising to the federal or grantee share of the grant. Expenses incurred to raise funds must be paid out of the funds raised. Development officers and fundraising staff are not allowable expenses.
Yes ___ No ___	The types of fringe benefits to be covered and the costs of benefit(s) for each staff position are described? Allowable fringe benefits typically include FICA, Worker's Compensation, Retirement, SUTA, Health and Life Insurance, IRA, and 401K. You may provide a calculation for total benefits as a percentage of the salaries to which they apply or list each benefit as a separate item. If the fringe amount is over 30%, the benefits are listed separately?
Yes ___ No ___	Holidays, leave, and other similar vacation benefits are not included in the fringe benefit rates but are absorbed into the personnel expenses (salary) budget line item?
Yes ___ No ___	The purpose for all staff and member travel is clearly identified?
Yes ___ No ___	You have budgeted funds for State Commission and National Direct staff travel to the AmeriCorps Symposium in the budget narrative under Staff Travel?
Yes ___ No ___	Funds for the purchase of equipment (does not include general use office equipment) are limited to 10% of the total grant amount?
Yes ___ No ___	All single equipment items over \$5000 per unit are specifically listed?
Yes ___ No ___	Justification/explanation of equipment items is included in the budget narrative?
Yes ___ No ___	All single supply items over \$1000 per unit are specifically listed and explained in the budget narrative?
Yes ___ No ___	Cost of items with the AmeriCorps logo that will be worn daily is included for all AmeriCorps members? Or if not, there is an explanation of how the program will be providing the AmeriCorps logo item to AmeriCorps members using funds other than AmeriCorps grant funds?
Yes ___ No ___	You only charged to the federal share of the budget member service gear that includes the AmeriCorps logo and noted that the gear will have the AmeriCorps logo, with the exception of safety equipment?
Yes ___ No ___	Does the budget reflect adequate budgeted costs for project evaluation?
Yes ___ No ___	Have you budgeted the cost of the NSOPW, FBI, and state check in the CNCS share for criminal history checks of each member and grant-funded staff that are in covered positions per 45 CFR 2522.205? If not, have you provided an explanation of how the costs will be covered?
Yes ___ No ___	Are all items in the budget narrative itemized and the purpose of the funds justified?

In Compliance?	Section II. Member Costs
Yes ___ No ___	Are the living allowance amounts correct? Full-time AmeriCorps members must receive at least the minimum living allowance.

	Note: Programs in existence prior to September 21, 1993 may offer a lower living allowance than the minimum. If such a program chooses to offer a living allowance, it is exempt from the minimum requirement, but not from the maximum requirement.
Yes ___ No ___	Living allowances are not paid on an hourly basis? They may be calculated using service hours and program length to derive a weekly or biweekly distribution amount. Divide the distribution in equal increments that are not based on the specified number of hours served.
Yes ___ No ___	Is FICA calculated correctly? You must pay FICA for any member receiving a living allowance. Unless exempted by the IRS, calculate FICA at 7.65% of the total amount of the living allowance. If exempted from paying FICA, is the exemption noted in the budget narrative?
Yes ___ No ___	Is the Worker's Compensation calculation correct? Some states require worker's compensation for AmeriCorps members. Check with your local State Department of Labor or State Commission to determine whether or not you are required to pay worker's compensation and at what level (i.e., rate). If you are not required to pay worker's compensation, you will provide similar coverage for members' on-the-job injuries through their own existing coverage or a new policy purchased in accordance with normal procedures (i.e., death and dismemberment coverage).
Yes ___ No ___	Health care is provided for full-time AmeriCorps members only (unless part-time serving in a full-time capacity)? If your project chooses to provide health care to other part-time members, you may not use federal funds to help pay for any portion of the cost. Projects must provide health care coverage to all full-time members who do not have adequate health care coverage at the time of enrollment or who lose coverage due to participation in the project. In addition, projects must provide coverage if a full-time member loses coverage during the term of service through no deliberate act of his/her own.
Yes ___ No ___	Unemployment insurance is only budgeted if state law requires it?

In Compliance?	Section III. Administrative/Indirect Costs
Yes ___ No ___	Applicant does not have a current federally approved indirect cost rate and has chosen to use the CNCS-fixed percentage method and the maximum federal share of administrative costs does not exceed 5% of the total federal funds budgeted? To determine the federal administrative share, multiply all other budgeted federal funds by .0526.
Yes ___ No ___	Applicant has chosen to use CNCS fixed percentage method and the maximum grantee share is at 10% or less of total budgeted funds?
Yes ___ No ___	Applicant has a current approved indirect cost rate – The maximum grantee share does not exceed the federally approved rate, less the 5% CNCS share?
Yes ___ No ___	Applicant has a current approved indirect cost rate-the type of rate, the IDC rate percentage, the rate claimed and the base to which the rate is applied has been specified?
Yes ___ No ___	Applicant is directly applying to CNCS and the approved indirect cost rate information has been entered into eGrants to support the costs budgeted?
Yes ___ No ___	Applicant does not have a current federally approved indirect cost rate and is choosing to use a <i>de minimis</i> rate of 10% of modified total direct costs?

In Compliance?	Source of Funds (Match)
-----------------------	--------------------------------

Yes __ No __	Is the overall match being met at the required level, based on the year of funding?
Yes __ No __	For all matching funds, proposed vs secured, the source(s) [private, state, local, and/or federal], the type of contribution (cash or in-kind), and the amount of match, are clearly identified in the narrative and in the Source of Funds field in eGrants?
Yes __ No __	The amount of match is for the entire amount in the budget narrative? (The total amount of match equals the amount in the budget exactly?)

eGrants Budget Instructions for Fixed Amount Applicants

Fixed Amount applicants are not required to provide a detailed budget in eGrants, however they must submit a completed AmeriCorps Budget Worksheet as an Additional Document with their application. Below is the guidance for completing the Budget section in eGrants for a Fixed Amount grant application.

Budget Section II. AmeriCorps Member Positions

A. Member Positions

Identify the number of members you are requesting by category (i.e., full-time, three quarter-time, half-time, reduced half-time, quarter-time, minimum-time) and list under the column labeled **#Mbrs w/o Allow** (without AmeriCorps-funded living allowance.) In the **Allowance Rate** field, enter the average amount of the living allowance for each type of member. Enter zero in the column labeled **#Mbrs w/ Allow**. **Leave all other columns blank**. The total number of member service years (MSY) will **automatically calculate** at the bottom of the Member Positions chart.

B. Fixed Award

Display your calculation in the following format:

Total # of MSYs x MSY amount = Total Grant Request

Type the total amount requested in the "Total Amount" and "CNCS Share" columns. Leave the "Grantee Share" blank.

9. Funding/Demographics

In the Funding/Demographics Section enter the information requested which could include:

- Other Revenue funds. Enter the amount of funds that your program uses to run the program that are not identified on the application budget as CNCS share or grantee share (match). Note: Programs should not enter the total operating budget for their organization unless the entire operating budget supports the AmeriCorps program. Programs that have additional revenue sources not included in the matching funds section of the budget should provide the amount of this additional revenue that supports the program. This amount should not include the CNCS or grantee share amounts in the budget. Fixed amount grantees should enter all non-CNCS funds that support the program in this field. All fixed grants will have other revenue.
- Number of Volunteers Generated by AmeriCorps members. Please enter the number of volunteers participating in one day service projects or ongoing volunteer commitments that the proposed AmeriCorps members will generate.

10. Review, Authorize, and Submit

Please note that completing this step does not mean that your application is complete—you still must complete an application in the California Volunteers AmeriCorps Grants Portal to submit all

required additional documents. Contact funding@californiavolunteers.ca.gov if you have any questions.

eGrants requires that you review and verify your entire application before submitting, by completing the following sections in eGrants:

- Review
- Authorize
- Assurances
- Certifications
- Verify
- Submit

Read the Authorization, Assurances, and Certifications carefully (<https://espan.cns.gov/cnsmisc/ECERTS.HTM>, and <https://espan.cns.gov/cnsmisc/EASSUR.HTM>).

The person who authorizes the application must be the applicant's Authorized Representative or his/her designee and must have an active eGrants account to sign these documents electronically. An Authorized Representative is the person in your organization authorized to accept and commit funds on behalf of the organization. A copy of the governing body's authorization for this official representative to sign must be on file in the applicant's office.

Be sure to check your entire application to ensure that there are no errors before submitting it. When you verify the application eGrants will also generate a list of errors if there are sections that need to be corrected prior to submission. If someone else is acting in the role of the applicant's Authorized Representative, that person must log into his/her eGrants account and proceed with Authorize and Submit. After signing off on the Authorization, Assurances, and Certifications, his/her name will override any previous signatory who may appear and show on the application as the Authorized Representative.

Note: Anyone within your organization who will be entering information in the application at any point during application preparation and submission in the eGrants system must have their own eGrants account. Individuals may establish an eGrants account by accessing this link: <https://egrants.cns.gov/espan/main/login.jsp> and selecting "Don't have an eGrants account? Create an account."

IV. Submitting Additional Documents

Applicants must use the CV AmeriCorps Grants Portal to submit Additional Documents to California Volunteers. Below are instructions for accessing, creating, and submitting an application using the Portal, as well as detailed instructions for each document.

Accessing the CV AmeriCorps Grants Portal

Existing users should log in here: <https://californiavolunteers.force.com/CaliforniaVolunteers>.

If you are not an existing user but your organization is currently a California Volunteers AmeriCorps grantee, please have an existing user with your organization add you. Please contact funding@californiavolunteers.ca.gov if you are having trouble identifying existing users with your organization.

If you are not an existing user and your organization does not currently receive an AmeriCorps grant from California Volunteers, you will need to create an Account in the CV AmeriCorps Grants Portal by following the guidance below:

First, navigate here: <https://californiavolunteers.force.com/CaliforniaVolunteers>, then click on "New Applicant?". Complete all fields and click "Next." If you receive an error that you already exist as a user, that an organization already exists with the UEI Number you have entered, or any other error, please contact funding@californiavolunteers.ca.gov. If you do not receive an error, enter your organization's address on the next screen and click "Finish." You should then receive an email with a link to finish setup and log in to your Account. Locate this link as soon as possible, as it will expire after 24 hours. If the link has expired or you have not received the link, please contact funding@californiavolunteers.ca.gov.

Once logged in, please refer to [this User Guide](#) for instructions on adding additional contacts and users to your Account.

Creating an Application in the CV AmeriCorps Grants Portal

New Applicants

From the home page, click on "2024 AmeriCorps State Grant Funding Opportunity" under Open Funding Opportunities. Then, click on "Apply" on the top-right of the page. Enter the proposed Program Name and Legal Applicant Organization, then click "Finish". You will then be redirected to your newly created application.

Recompeting Applicants

For recompeting applicant, navigate to your 2023-2024 AmeriCorps program. On the top-right of the page, click on the button labeled "Renew This Program." From the list, select "2024 AmeriCorps State Grant Funding Opportunity" and click Next. Confirm that the Program and Program Year is correct, then click "Finish." You will then be redirected to your newly created application.

Submitting an Application in the CV AmeriCorps Grants Portal

Before submitting your application, you must complete the following parts:

- Program Detail
- Program Roles
- Application Documents

Program Detail

In completing the Program Detail section, enter the following information from your application in eGrants:

- Total CNCS Share Requested
- Total Grantee Share Requested
- Cost Per MSY Requested
- The number of each slot type requested
- Total MSY Requested

Please ensure that the information you enter matches your application in eGrants *exactly*. Incorrectly entering this information could result in point deduction during compliance review. If you have already submitted your application and notice a discrepancy or error, please contact funding@californiavolunteers.ca.gov.

Program Roles

All applicants must identify which contacts have a role with the program. At the time of application, you are required to identify “Legal Applicant” and “Primary” roles, but you may identify others as well. A contact does not necessarily need to be a user to have a Program Role. A contact can have multiple Roles, but you will need to create separate entries for each role with the contact. Definitions of the available Roles are as follows:

- **Legal Applicant:** The authorized representative for your organization. A contact with this role will receive all official and grant-related communications from California Volunteers.
- **Primary:** The primary point of contact for your program. A contact with this role will receive all communications from California Volunteers.
- **Secondary:** The non-primary or secondary contact for your program. Any contact that should not be considered the primary contact but who should still receive all communications from California Volunteers should be given the “Secondary” role.
- **Press:** The point of contact for press inquiries regarding your program. A contact with this role will be contacted only to connect the program with members of the press or other media.
- **Fiscal:** The fiscal point of contact for your program. A contact with this role will only receive communications from California Volunteers related to budget change requests, invoices, and other fiscal topics.
- **Member Recruitment:** The point of contact to recruit members for your program. A contact with this role will only receive communications specific to member recruitment. California Volunteers may also provide the contact information of those with this role to prospective AmeriCorps members.

Recompeting applicants will inherit the Program Roles from their previous program year. Those Roles can be edited as necessary. Please contact funding@californiavolunteers.ca.gov if you have any issues creating or editing Program Roles.

Application Documents

The Application Documents tab is where you will upload all the Additional Documents required in this funding opportunity. If a document is not applicable, please provide a note briefly stating why the document is not applicable. Every document must either have a file uploaded or a note before the application will validate and submit.

Submission

Once you have completed all the parts of the application described above, you can submit your application in the Portal. Please note, this does not mean your application is complete—you must ensure that your application has also been submitted in eGrants prior to the deadline.

If you have any questions or run into any technical difficulties with the CV AmeriCorps Grants Portal, please contact funding@californiavolunteers.ca.gov.

1. Proposed Service Site Locations

All applicants must provide a list of proposed Service Sites where members will serve if the application is funded. This list is not final and may be updated after funding decisions have been made.

Provide the site name, address, county, and proposed member placement information for your Proposed Service Site Locations using the template available on the funding opportunity webpage.

2. California Performance Measurement Worksheets

All applicants MUST first review the National Performance Measure Instructions before completing the California Performance Measurement Worksheets (PMWs). Once you have completed the PMWs, follow the instructions below to enter the Primary Needs and Service PMW into the eGrants module.

Performance Measurement Worksheets & Requirements

Applicants are required to develop a set of performance measures using the *California Performance Measurement Worksheets (PMWs)* that account for all member service hours requested. Each applicant will need to complete at least three worksheets titled as follows:

Primary Needs and Service Performance Measurement Worksheet

Applicants must develop a Logic Model and aligned performance measure (**output** and its resultant **outcome**) for their **primary** needs and service activity. The “Primary Needs and Service Activity” is defined as the service activity performed by AmeriCorps members to which the greatest number of service hours (cumulative across the program) is dedicated. It is also the service activity or intervention that is most significant to your program's theory of change.

Proposed **outcomes** must be measurable within one grant year and must demonstrate significant changes in knowledge/skill, attitude, behavior, or condition that occur as a result of the service activities delivered by AmeriCorps members.

Other Non-Primary Needs and Service or Indirect Service Activities [OPTIONAL]

Applicants proposing additional program service activities beyond the primary must also include performance measures for those activities. For these **secondary** performance measure(s) programs may choose to use just an output, without an associated outcome. Thus you would track the participation related to that activity, without being required to formally assess its impact. This allows programs to focus data collection and assessment efforts on the core activity where members will spend the most time and have the greatest impact.

Please note that CV values the quality of performance measures over the quantity of performance measures.

Community Engagement Worksheet—Applicants must track the number of volunteers recruited by AmeriCorps members and service hours contributed by those volunteers to expand the impact and reach of the program in the communities served.

Not all members are required to engage in volunteer recruitment activities. Applicants may assign the number of member service hours dedicated to volunteer recruitment efforts as appropriate for their program design.

Applicants proposing to have members engage in capacity building activities such as recruiting, training, and managing volunteers to address community needs as their primary focus should use the Needs and Service Activity PMW. Such program models are not required to also have a Common Strengthening PMW.

Member Development Worksheet—Applicants must describe the training and other professional development that members will gain through the program. While a critical part of the overall AmeriCorps member experience, this cannot exceed 20% of member hours.

Fundraising Activities: If members will perform any fundraising activities, applicants must develop a separate Needs and Service PMW to account for any member time spent on allowable fundraising activities. Federal regulations prohibit a member from spending more than 10% of service hours toward performing any fundraising activities, including fundraising supporting activities (i.e., serving food, stuffing envelopes, collecting any type of donation, directing parking, etc.). A measurable outcome is not required for a fundraising performance measure.

AmeriCorps members can participate in fundraising activities within the following guidelines:

- Member fundraising activities must be in support of the program's identified community need, and may not include fundraising activities that provide benefit to the legal applicant organization and/or placement site's general operating budget or endowment or that of other programs sponsored by the legal applicant and/or placement site;
- Members may not fundraise for required matching funds necessary to cover program operating costs;
- Members may not prepare grant applications for funding provided by CV, AmeriCorps, or any other federal agency; and
- Members may not participate in fundraising activities unless specifically outlined in both the performance measures and member position description and agreed to by the member.

Swearing-in, Graduation Ceremony, and Participation in National Service Days: Programs are required to conduct both a swearing-in and graduation ceremony for all cohorts/classes of members and participate in AmeriCorps Week and Cesar Chavez Day of Service. Programs are strongly encouraged to participate in other National Service Days (e.g. September 11th Day of Remembrance, Martin Luther King Day of Service, etc.). Service hours dedicated to National Days of Service events should be captured on a Community Engagement PMW or Member Development PMW, whichever is most appropriate based on the program's intent for engaging members in these events. These activities should not be included on a separate PMW.

PLEASE NOTE: AmeriCorps program designs should be focused with measurable community impacts. The Needs and Service and Community Engagement PMWs combined must account for at least 80 percent of the AmeriCorps members' total aggregate service hours. California Volunteers values the quality of performance measures over the quantity of performance measures. Additionally, all member service hours must be verifiable and documented through timesheets.

3. Labor Organization Certification Form Instructions

All applicants must complete and submit a Labor Organization Certification Form. Review the instructions below and on the form carefully.

Definitions

Service Sponsor--According to SEC. 101(25) [42 USC 12511(25)], the term "service sponsor" means an organization, or other entity, that has been selected to provide a placement for a member (participant).

Program Applicant --For the purposes of this section, AmeriCorps's definition for "program applicant" includes any applicant to AmeriCorps or a State Commission, as well as any entity applying for assistance or approved national service positions through a AmeriCorps grantee or subgrantee.

Instructions

Carefully consider the three options on the Labor Organization Form and check all the boxes that apply to your program. An applicant must check at least one box. The form must be signed by an authorized legal applicant representative.

Check Option 1 if program applicant:

- 1) will serve as a placement site for AmeriCorps members; and
- 2) Has employees engaged in the same or substantially similar work as that proposed to be carried out by AmeriCorps members; and
- 3) Those employees are represented by a local labor organization.

If you check option 1, you must also include the **written concurrence of the local labor organization** representing those employees engaged in the same or substantially similar work as that proposed to be carried out by AmeriCorps members. Written concurrence can be in the form of a letter or e-mail from the local union leadership.

Check Option 2 if program applicant:

Proposes to place AmeriCorps members at sites (outside of legal applicant organization) where they will be engaged in the same or substantially similar work as employees represented by a local labor organization.

If you check option 2, you must submit a written description of how the legal applicant will ensure that:

- a) AmeriCorps members won't be placed in positions that were recently occupied by paid staff.
- b) No AmeriCorps member will be placed into a position for which a recently resigned or discharged employee has recall rights as a result of a collective bargaining agreement, from which a recently resigned or discharged employee was removed as a result of a reduction in force, or from which a recently resigned/discharged employee is on leave or strike.

In the very rare event that neither Option 1 nor 2 applies to you, please select Option 3. In almost all circumstances where Option 3 is an appropriate option the legal applicant has verified that there are no labor organizations representing employees of the Program Applicant and/or Service Sponsors.

If you select Option 3, you must submit a written justification of how you determine this option applies to you as part of your application.

IMPORTANT: Supporting documentation is required for all options selected. Failure to include required supporting documentation as part of the application may result in points lost from the compliance review process.

4. Operational and Financial Management Survey

This survey is required of all applicants. Complete the Operational and Financial Management Survey and submit it in Word (.docx) or PDF (.pdf) format.

5. Audited Financial Statements

All applicants must submit their organization's audited financial statements from the most recently completed fiscal year.

6. Schedule of Federal Expenditures

All applicants must submit a schedule (list) of federal dollars expended for the two most recent fiscal years. If the dollar amount expended in a single fiscal year exceeded \$750,000, California Volunteers will review the publicly available Single Audit for your organization posted on the Federal Audit Clearinghouse.

7. New Applicant Certification Form

This form is included in AmeriCorps Application Forms and is required of all **new** applicants. Please follow the instructions included on the form and submit it in Word (.docx) or PDF (.pdf) format.

8. AmeriCorps Organizational Self-Assessment

This form is included in AmeriCorps Application Forms and is required of all **new** applicants. Please follow the instructions included on the form and submit it in Word (.docx) or PDF (.pdf) format.

9. Evaluation Plan

All re-competing applicants are required to submit an evaluation plan using the Evaluation Plan Template provided in the Application Forms. The template document provides detailed information about the AmeriCorps evaluation requirements and specifies the information that must be provided for the evaluation plan to be approved by AmeriCorps.

10. Evaluation Report

Applicable to Re-competing Applicants only. Re-competing competitive programs that are applying for their third three-year grant period and beyond will need to submit the report of their evaluation conducted during their current three-year grant period as part of their application.

Evaluation Requirements for Competitive Grantees (provided for reference)

The evaluation requirements differ depending on the amount of the grant, as described in 45 C.F.R. §2522.710:

- If the applicant is a competitive AmeriCorps State grantee (other than an Education Award Program grantee) whose average annual AmeriCorps program grant is \$500,000 or more, it must arrange for an external evaluation of the program, and it must submit the evaluation with any subsequent application to AmeriCorps for competitive funds as required in 45 C.F.R. §2522.730.
- If the applicant is a competitive AmeriCorps State grantee whose average annual AmeriCorps program grant is less than \$500,000, or an Education Award Program Grantee, it must conduct an internal or an external evaluation of the program, and it must submit the

evaluation with any subsequent application to AmeriCorps for competitive funds as required in 45 C.F.R. §2522.730.

Please submit in Word. The evaluation report should include a title page with the AmeriCorps grant ID for the project that was evaluated, the name of the project, and the date of completion of the report. If any of this required information is missing, the applicant may not receive credit for meeting their evaluation requirements.

11. AmeriCorps Budget Worksheet

Fixed Amount Grant applicants are required to submit an AmeriCorps Budget Worksheet that follows the instructions in section [III.8. Budget Instructions](#).

12. Evidence Base Supporting Documents

Applicants who have evaluation reports of the same intervention described in the application (see *Mandatory Supplemental Guidance* for a definition of "same intervention") may submit up to 2 of those reports, plus (if applicable) the evaluation report from their last three-year grant cycle, to qualify for the Preliminary, Moderate, or Strong evidence tier. In order to qualify for consideration, the intervention evaluated in the submitted report(s) must match the intervention proposed by the applicant in the following areas, all of which must be clearly described in the Program Design and Logic Model sections of the application:

- Characteristics of the beneficiary population
- Characteristics of the population delivering the intervention
- Dosage (frequency, duration) and design of the intervention, including all key components and activities
- The context in which the intervention is delivered
- Outcomes of the intervention

Submitted reports that do not sufficiently match the intervention proposed by the applicant in all of these areas will not be considered applicable and will not be reviewed or receive any points. Submission of additional documents that are not consistent with the guidance and requirements described in the RFA (e.g., advocacy pieces, policy briefs, other narratives that are not research studies or program evaluations) will not be reviewed.

13. Federally Approved Indirect Cost Agreement

Applicants who have a Federally Approved Indirect Cost (IDC) rate and choose to use it must include documentation of this IDC as part of their application.

Applicants that include a federally approved indirect cost rate amount in their budget must enter the current approved indirect cost rate agreement information into eGrants at the same time they submit their application. Click here for [AmeriCorps' eGrants Indirect Cost Rate User Instructions](#).

14. Alternative Match Request

Grantees are required to meet an overall matching rate that increases over time. You have the flexibility to meet the overall match requirements in any of the three budget areas, as long as you maintain the minimum match of 24% for the first three years and the increasing minimums in years thereafter. See 45 CFR §§ 2521.35–2521.90 for the specific regulations.

Special Circumstances for an Alternative Match Schedule: Under certain circumstances, applicants may qualify to meet alternative matching requirements that increase over the years to 35% instead of 50% as specific in the regulations at §2521.60(b). To qualify, you must

demonstrate that your program is either located in a rural county or in a severely economically distressed community as defined below.

A. Rural County: In determining whether a program is rural, AmeriCorps will consider the most recent Beale code rating published by the U.S. Department of Agriculture for the county in which the program is located. Any program located in a county with a Beale code of 4, 5, 6, 7, 8, or 9 is eligible to apply for the alternative match requirement. See Attachment A for the Table of Beale codes.

B. Severely Economically Distressed County: In determining whether a program is located in a severely economically distressed county, AmeriCorps will consider the following list of county-level characteristics. See Attachment A for a list of website addresses where this publicly available information can be found.

- The county-level per capita income is less than or equal to 75% of the national average for all counties using the most recent census data or Bureau of Economic Analysis data;
- The county-level poverty rate is equal to or greater than 125% of the national average for all counties using the most recent census data; and
- The county-level unemployment is above the national average for all counties for the previous 12 months using the most recently available Bureau of Labor Statistics data.
- The areas served by the program lack basic infrastructure such as water or electricity.

C. Program Location: Except when approved otherwise, AmeriCorps will determine the location of your program based on the legal applicant's address. If you believe the legal applicant's address is not the appropriate way to consider the location of your program, you must provide relevant facts about your program location in your request. AmeriCorps will, in its sole discretion, determine whether some other address is more appropriate for determining a program's location.

If your program is located in one of these areas, complete the Alternative Match Request form and submit it with your application. California Volunteers will submit your request to AmeriCorps on your behalf. AmeriCorps will review your request and notify you within 30 days if you qualify for the alternative schedule and provide further instructions.

If approved for the alternative schedule, applicants will base their budget on the approved alternative match. The alternative match requirement will be in effect for the entirety of the three-year grant cycle.

15. Requests to Waive Requirements

A. Minimum Living Allowance Requirement

Applicants may request to waive the minimum living allowance requirement if they are placing members in a low-cost area of California and can demonstrate their ability to adequately recruit members to fill service positions serving in that area by achieving at least an 80% enrollment rate for member slots in that geographic area. Applicants must also describe a plan to meet the minimum living allowance requirement by the 2026 program year.

B. Match Waiver Request

Applicants requesting to waive the match requirement for their grant must submit their request to California Volunteers for review. California Volunteers will submit the requests to AmeriCorps on the applicant's behalf.

C. Minimum Program Size Requirement Waiver Request

The minimum program size requirement can be waived if sufficient justification is provided. Requests will be considered on a case-by-case basis. CV will not consider applications that do not meet the minimum size requirement and no waiver request was submitted.

D. Minimum Number of Members per Service Site Requirement Waiver Request

Applicants who propose service sites where only one member will serve must request a waiver for the minimum number of members per service site requirement. Applicants must provide satisfactory justification for the requirement to be waived. Successful applicants that do not meet this requirement and did not submit a waiver request will be required to meet the requirement as a condition of funding.

Attachment A: Beale Codes and County-Level Economic Data

Rural Community

The U.S. Department of Agriculture publishes **Beale codes**, which are used to classify counties as being more urban or more rural. Counties are designated on a scale from one to nine according to the following descriptions:

2003 Beale Codes		
Code#	Metropolitan Type	Description
1	Metropolitan	Counties in metro areas of 1 million population or more
2	Metropolitan	Counties in metro areas of 250,000 to 1 million
3	Metropolitan	Counties in metro areas of fewer than 250,000
4	Non-metro	Urban population of 20,000 or more, adjacent to a metropolitan area
5	Non-metro	Urban population of 20,000 or more, not adjacent to a metropolitan area
6	Non-metro	Urban population of 2,500 to 19,999, adjacent to a metropolitan area
7	Non-metro	Urban population of 2,500 to 19,999, not adjacent to a metropolitan area
8	Non-metro	Completely rural or less than 2,500 urban population, adjacent to a metropolitan area
9	Non-metro	Completely rural or less than 2,500 urban population, not adjacent to a metropolitan area

Any program located in a county with a Beale code of 4,5, 6, 7, 8, or 9 is eligible to apply for the alternative match.

Severely Economically Distressed Community

The following table provides the website addresses where you can find the publicly available information on county-level economic data including per capita income, poverty rate, and unemployment levels.

WEBSITE ADDRESS	EXPLANATION
http://www.bea.gov/regional/	Bureau of Economic Analysis' Regional Economic Information System (REIS): Provides data on <i>per capita</i> income by county for all states except Puerto Rico.
https://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml	Census Bureau's American Fact-finder: Provides census data including estimates on poverty, per capita income, and unemployment by counties, states, and metro areas, including Puerto Rico.
www.bls.gov	Bureau of Labor Statistics' Local Area Unemployment Statistics (LAUS): Provides data on annual and monthly employment and unemployment by counties for all states, including Puerto Rico.
http://www.ers.usda.gov/Data/RuralUrbanContinuumCodes/	US Department of Agriculture's Rural-Urban Continuum Codes: Provides urban rural code for all counties in US.