

COMMISSION MEETING MINUTES



Meeting Date: November 12 & 13, 2015

Meeting Location: Mohican Lodge & Conference Center

In Attendance: Donald Bean, John Beck, Winnie Brewer, Jane Federer, Sheila Fox, Faye Heston, Adrian Hill, Charlotte Jones-Ward, Johnmark Oudersluys, David Parker, Matthew Rubin, William Russell, Chris Shaffer, Pandora Shaw-Dupras, Brenda Stier-Anstine. **Ex Officio:** Tina Dunphy, Kim Hettel.
Staff/Counsel: William Hall, Walter McNamara.

Absent: Andrew Brenner, Peggy Lehner, Judy Turner.

Meeting was called to order by Chair William Russell at 10AM. Chair welcomed new Commissioner Faye Heston.

It was moved by Jane Federer, seconded by Sheila Fox, to approve the minutes of the prior meeting, which had been distributed in advance. Motion carried.

New Business

Thursday 11/12/15 AM

Hall opened the two-day retreat with a review of the agenda (Attachment A) and materials included in the commissioner packets. Via his State of the Commission report, Hall provided an extensive overview of current commission programming and administration. Information shared included detail on current AmeriCorps program portfolio performance; comparison data on past and current levels of AmeriCorps funding; updates on the National Service Criminal History Check Assessment; information on current Stewards of Service Funding initiatives – National Days of Service Project Grants, Ohio Conference on Service and Volunteerism, ServeOhio Awards; review of ServeOhio communication data – social media and website analytics, elected official outreach; and a review of administrative achievements and challenges from the previous year. (Attachment B) During discussion, commissioners requested that additional information be provided on the distribution of AmeriCorps Competitive funds among state service commissions and the types of programs being funded at that level; a breakdown of ServeOhio staff functions by commission programming (AmeriCorps/Volunteer Engagement/Administration); additional insight into AmeriCorps program performance measures and how such measures translate into community impact.

Thursday 11/12/15 PM

The afternoon was devoted to discussion on the State Service Plan. Hall provided a review of plan requirements; the commission role in developing a plan; the current timeline of plan development and approval. Hall shared a current draft of the plan developed from goals and strategies established at the 7/29/15 Strategic Dialogue Session and meetings with key constituencies (ODA, GOFBCI, CNCS State Office). Commissioners then met in small groups to discuss and prioritize the draft goals and strategies with specific attention to how the individual goals and strategies align with the role and function of the

commission. (Attachment C) The full commission reconvened to debrief the small group discussions. Discussion under Goal One (Awareness) included volunteer recruitment campaigns related to specific issues; working with partners to gather qualitative and quantitative data on the impact of volunteers; promoting the positive professional development and health benefits related to volunteer service; focus on getting elected officials out to see local projects – AmeriCorps and National Days of Service; restrict commissioner-legislator office visits to state budget years. Discussion under Goal Two (Infrastructure) included no demonstrable interest in developing a new statewide group focusing on volunteer engagement infrastructure, but suggested that a commission committee may be able to service such function; increase the number of Institutions that match the Eli Segal Education Award by working with associated institutional foundations and other potential funders; maintain/increase professional development opportunities for volunteer administrators; highlight the role and structure of commission as a potential partner within underserved, under-resourced communities to develop programming on critical issues; serve as an umbrella for local volunteer connectors; connect individuals to local volunteer mobilizers; verify quality of local volunteer mobilizers; serve as informational hub for best practices relative to volunteer management and effective volunteer program models; link resources to Bright Ideas Ohio.

Meeting recessed at 6:10PM on 11/12/15.

Meeting reconvened at 9AM on 11/13/15.

Friday 11/13/15 AM

Hall began with a summarization of the previous day's discussion related to the State Service Plan and distributing a document that aligned with draft State Service Plan Goals and Strategies with the current ServeOhio Strategic Plan Goals and Strategies. (Attachment D) Commissioner discussion was focused on ServeOhio staff capacity and specifically defining the commission's role in volunteer engagement. It was determined that the discussion would be tabled until the January 2016 Commission Meeting where Commissioner Johnmark Oudersluys would lead a discussion on the commission role with individuals who want to volunteer and organizations that administer volunteer programming with the goal of bringing clarity on where the commission is best positioned to add value in these two facets of volunteer engagement.

After a brief recess, commissioners held a business meeting. (Attachment E) Hall excused from Commission Meeting for New Business item: Approval of Executive Director Evaluation & Compensation. Russell opened the topic by describing the process developed and utilized by the Executive Committee members to conduct Hall's performance evaluation. Russell interviewed ServeOhio staff members individually for feedback on Hall's performance. Federer and Oudersluys interviewed AmeriCorps program staff for their feedback. Russell commented that Executive Committee members had not received any feedback from other Commissioners for inclusion in the evaluation. There was discussion about the manner in which Commissioner feedback was requested (during a previous commission meeting) as some did not recall the opportunity and would have liked to have provided feedback. It was suggested that in the future, Commissioners receive an email inviting them to provide input for the Executive Director's evaluation. It was agreed that it would be best for this email to be sent by McNamara to Commissioners.

McNamara provided an overview of Commissioners' fiduciary responsibility including the employment of the Executive Director.

Russell continued: The Executive Committee met on 11/12/15 and discussed the feedback they had gathered. An evaluation form, based on a sample provided by Oudersluys, was used to evaluate Hall on attributes such as Communication and Problem Solving. The Executive Committee met with Hall on 11/12/15 to share the evaluation, feedback received, and suggestions. Hall will develop goals for the coming year based on the feedback. For next year's evaluation, Oudersluys recommended that Hall be asked to complete a self-evaluation as part of the process.

The completed evaluation will be submitted to Hall's file and will become public record. Russell offered to review the document individually with any commissioner upon request.

Russell next began a discussion of Executive Director compensation and the Executive Committee's recommendation of an increase. The Executive Committee is recommending the increase based on the following factors: new (and previous) ServeOhio Fiscal Officer salary is higher than Hall's salary, the Ohio Department of Administrative Services (DAS) is currently advising agencies to address salary 'compression' issues, and Hall has not had an increase since 2009. The DAS recommends that supervisors make at least 2.5% more than any of their direct reports and the DAS is providing a time-limited opportunity for agencies to identify and submit recommendations to address any salary compression issues in their agency. There was a salary compression issue with the former ServeOhio Fiscal Officer, Holtzapple. ServeOhio attempted to rectify this situation when hiring Holtzapple's replacement; however, lower salary candidates were not well-qualified to perform the requisite duties. The Executive Committee would have preferred to provide Hall merit increases and address the compression issue over a few years instead of all at once. However, the Executive Committee was not certain that that opportunity would be available to them once the current DAS initiative ended. There was robust discussion among Commissioners weighing the factors presented and asking questions of McNamara, the Executive Committee, and other Commissioners. There was discussion that if Hall had been provided increases annually, he would have likely been at the salary being recommended. Stier-Anstine moved to accept the Executive Committee's recommendation to submit to DAS a recommendation to increase the Executive Director's salary to no more than \$44.86/hour as necessary to address the compression issue. Heston seconded. Motion passed with no opposed and no abstentions.

Commissioners will be notified of the DAS decision. There was additional discussion of whether the budget can accommodate the increased salary. Commissioners will consider this in future budget discussions.

Fox made a motion to adjourn this portion of the meeting. Rubin seconded. Motion carried.

Hall shared a brief Executive Director Report (Attachment F) that provided updates on the federal budget; staff transitions; completed ServeOhio State Audit; DAS OIT Assessment; ServeOhio website redevelopment; 2015 AmeriCorps National Opening Day; Voices for National Service Presidential Battleground State Survey; and ServeOhio partnership with Ohio Means Jobs/Ohio Means Internships.

An ad hoc committee was established – Brenda Stier-Anstine, Matthew Rubin, Chris Shaffer – to work with ServeOhio staff on the website redevelopment.

Meeting adjourned at 12:35PM.

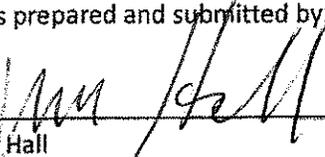
Announcements/Other Business

None

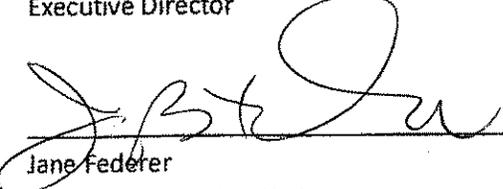
Executive Committee Sessions

Three Executive Committee Meetings were scheduled during the retreat. In the first meeting (11/12/15 AM), Hall shared the final retreat agenda and materials with the committee. The committee members then met without Hall to finalize the Executive Director evaluation and compensation recommendations. The second meeting (11/12/15 PM) was the committee's annual evaluation of the executive director in which the committee members shared the results of commission staff and grantee interviews. The formal written review will be provided in January. The committee did not utilize the optional third meeting.

Minutes prepared and submitted by:

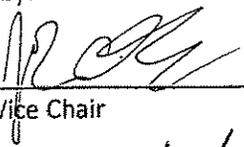


William Hall
Executive Director



Jane Federer
Commissioner, Vice Chair

Certified by:



Chair or Vice Chair

Approval Date: 1/14/16

COMMISSION MEETING MINUTES
Index to Attachments



Attachment A: Agenda

Attachment B: State of the Commission PPT

Attachment C: State Service Plan/Proposed Goals & Strategies – Commission Retreat Feedback Form

Attachment D: Goal Comparison & Alignment – State Service Plan & ServeOhio Strategic Plan

Attachment E: Commission Meeting Agenda

Attachment F: Executive Director's Report



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2015 SERVEOHIO COMMISSION RETREAT

Mohican Lodge & Conference Center – Lookout Room/November 12, 2015 & November 13, 2015

OBJECTIVES: Review of past year activity and current status of programming; commission input on State Service Plan (SSP); alignment of SSP with current commission strategic plan; updates to current commission strategic plan based on new or emerging priorities; strategy to evaluate commission performance; informal commissioner networking.

AGENDA

Thursday 11/12/15		
TIME	ACTIVITY	DETAIL
9AM – 10AM	Executive Committee	Review of agenda; changes/additions.
10AM	CALL TO ORDER	
10AM – 10:30AM	Review of Agenda/Materials	Establish goals/objectives of retreat.
10:30AM – 12:30PM	State of the Commission	Comprehensive review of all current programming – AmeriCorps; Stewards of Service (Mini Grants, Conference, Awards); Social Media, Outreach, Communications; Commission Operations (Budget, Staffing). Information will include current data and comparisons to previous years; significant detail on AC program impact; compliance issues; funding trends.
12:30PM – 2PM	LUNCH/NETWORKING	Dining Room Service: 11AM – 2PM
2PM – 3PM	State Service Plan/Introduction	Review SSP requirements; commission role in plan development; timeline; current draft of SSP strategies.
3PM – 5PM	State Service Plan/Small Group Discussion	Commissioners will analyze current draft of SSP strategies; discuss what should be prioritized based on the role of the commission and the constituencies they represent.
5PM – 6PM	State Service Plan/Report Out	Debrief of small group discussions; identification of common priorities.
6PM	RECESS MEETING	
6PM – 7PM	Executive Committee	Executive Director Evaluation
6:30PM	DINNER/NETWORKING	Dining Room Service: 5PM – 8PM
Friday 11/13/15		
TIME	ACTIVITY	DETAIL
8AM – 9AM	BREAKFAST/NETWORKING	Dining Room Service: 8AM – 10:30AM
9AM – 11AM	Aligning Goals & Priorities	Finalizing commission priorities within SSP; alignment with current commission strategic plan; organizational capacity; discussion of new goals and priorities; adjustment of goals and priorities; establishing commission performance benchmarks.
11AM – 11:30AM	BREAK	
11:30AM – 12:30PM	Commission Meeting	Executive Director Report; New Business – Approval of Executive Director Evaluation
12:30PM	ADJOURN	
12:30PM – 1:30PM	Executive Committee	Optional meeting to discuss pending issues.



2015 ServeOhio Commission Retreat

Welcome & Agenda Review

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State of the Commission

AmeriCorps
Stewards of Service
Social Media/Website Data
Administration

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PY 2014-2015 AmeriCorps Portfolio Snapshot

23 AmeriCorps Programs
 700+ AmeriCorps Members
 1.1 Million Hours of Service
 \$3.8 Million in Education Awards
 15,054 Community Volunteers/89,485 Volunteer Hours
 \$6.6 Million Federal Funding/\$4.4 Million Local Match
 ROI >> \$22 Federal:\$1 State

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PY 2014-2015 AmeriCorps Focus Area Overview

EDUCATION

- Tutoring/Mentoring/Coaching/Classroom Instruction
- 530+ AmeriCorps Members/782,000+ Hours
- 37,670+ Ohio Students Served

HEALTHY FUTURES/HEALTHY COMMUNITIES

- Health Screenings/Disaster Preparedness Training/Safe & Affordable Housing/Environmental Education
- 96+ AmeriCorps Members/163,200+ Hours
- 95,000+ Ohio Residents Served

ECONOMIC OPPORTUNITY

- Increasing Employability/Financial Literacy Education/GED Support
- 89+ AmeriCorps Members/97,410+ Hours
- 6,150 Ohio Residents Served

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PY 2014-2015 AmeriCorps Program Data Review

Sponsoring Organization/Program Name
 Service Focus Area
 Geographic Service Area
 Executive Summary
 Funding Level/MSY/AC Members
 Funding History
 AC Member Enrollment/Retention Rates
 Performance Measure Targets
 Challenges/Successes

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AmeriCorps Comparison Data PY 2013/2014/2015

2013	Enrollment	Retention	MSY	Slots	Total Funding	Programs
Competitive	98.70%	89.30%	358	388	\$3,367,026	5
Formula	100.00%	72.00%	291	340	\$3,954,543	15
Totals			649	728	\$7,321,569	20

2014	Enrollment	Retention	MSY	Slots	Total Funding	Programs
Competitive	96.80%	89.30%	382	382	\$2,715,227	6
Formula	101.70%	75.30%	296	487	\$3,946,641	17
Totals			678	869	\$6,661,868	23

2015	Enrollment	Retention	MSY	Slots	Total Funding	Programs
Competitive	96.80%	96.30%	282	362	\$2,339,678	5
Formula	86.80%	96.40%	303	413	\$3,974,106	15
Totals			585	775	\$6,313,784	20

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National Service Criminal History Check Update

- **Assessment Period (Fall 2014)**
 - Document Submission
 - Chance to Make Corrections & Obtain Documents
 - Update Policy/Protocol
- **Onsite Monitoring Visits (Winter/Spring 2015)**
 - Verify Documentation/Information reported during Assessment
 - Review Policy/Protocol
- **Establishing Cost Disallowances**
 - 6 of 23 Grantees have Disallowed Costs due to Noncompliance
 - Range of Disallowed Costs: \$500 - \$3,500
 - Total Disallowed Costs: \$9,000

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Stewards of Service Initiatives

National Days of Service Project Grants
Ohio Conference on Service and Volunteerism
ServeOhio Awards
Alignment with Commission Priorities
Sustainability

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National Days of Service Project Grants (2015/2014)

Service Day	Funds Granted	Applications Received	Applications Funded	Volunteers	Volunteer Hours
MLK	\$6,500/\$4,700	39/10	7/5	867/1,157	2,174/3,763
GYSO	\$7,990/\$5,085	47/11	7/6	1,333/278	7,244/937
MDDO	\$7,770/\$10,131	35/26	7/11	725/1,795	2,428/5,409
TOTALS					
2015	\$22,260	121	21	2,295	11,346
2014	\$19,916	47	22	3,220	18,954

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Ohio Conference on Service and Volunteerism

ATTENDANCE
252 (2015) 260 (2014)

PARTICIPANT KNOWLEDGE
43% Intermediate 39% Advanced 18% Beginner

PARTICIPANT ORGANIZATION
54% Nonprofit 19% Government 16% Higher Ed 4% Business 3% Faith-Based

PARTICIPANT ROLE
35% Volunteer Admin 28% AmeriCorps 12% Executive Staff 11% National Service

PARTICIPANT SATISFACTION
85% Stronger Skill Sets 86% Contemporary Ideas & Practices 89% Attend Again

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ServeOhio Awards

- No ServeOhio Awards in 2015.
- 2016 ServeOhio Awards will be presented during National Volunteer Week (4/11 – 4/15).
- 5 Awards – 1 in each Region (NW, NE, SW, SE, C); one award ceremony each day of NVW.
- No Nomination Categories – looking for best project/group/individual/innovative practice in each region.
- National Service Programs are ineligible.
- More exposure for ServeOhio and Award Recipients at local level; focus on volunteer engagement.

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2016 ServeOhio Awards Timeline

11/30/15	Nomination Information Released & Promoted
1/29/16	Nomination Deadline
2/1/16 – 2/15/16	Review of Nominations/Selection of Award Recipients
2/15/16 – 3/1/16	Nominators Notified & Regional Presentations Scheduled
3/11/16	Award Recipients Notified
4/11/16 – 4/15/16	Awards Presented in Regions

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Stewards of Service Points of Consideration

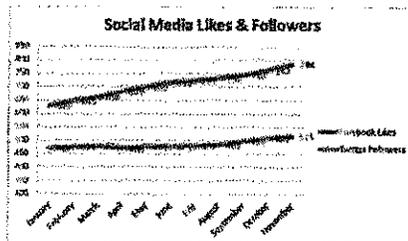
- Alignment with Commission and State Service Plan Priorities
- Potential Changes/Additions to Improve Alignment
- Sustainability of Stewards of Service Initiatives

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ServeOhio Social Media Data



- 2015 Facebook Increase: 10% (+46)
 - 2014 Facebook Increase: 26% (+93)
- 2015 Twitter Increase: 25% (+158)
 - 2014 Twitter Increase: 33% (+150)

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ServeOhio Website Data

Website traffic from January-October, 2015

- Website visits: 12,468
- Page views: 30,358
- Average pages per visit: 2.42
- Average time on site: 2:54 minutes

Top Pages

1. Grants/Funding- 2,518 views
2. AmeriCorps- 2,292 views
3. Ohio Conference on Service & Volunteerism- 2,229 views
4. Programs- 1,329 views
5. Program Director Resources- 886 views

Top Referrers

1. Ohio.gov- 581 visits	2. Social-buttons.com- 269 visits
3. Aging.ohio.gov- 252 visits	4. Corpsnetwork.org- 246 visits
5. Gangwer-oh.com- 221 visits	

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ServeOhio – Elected Official Outreach

ServeOhio Commission Legislative Day- March 12, 2015
 2015: Commissioners meet with 33 Ohio Legislators
 2014: Commissioners met with 22 Ohio Legislators

Mayors Day- April 7, 2015
 2015: 81 Mayors signed on to support National Service in their city
 2014: 18 Mayors signed on to support National Service in their city

Capitol Hill Visits- September 17, 2015
 Senator Sherrod Brown
 Senator Rob Portman
 Representative Steve Stivers

Other Elected Official Engagement
 U.S. Rep. Steve Stivers @ Rural Action
 U.S. Rep. Joyce Beatty @ AmeriCorps Opening Day Event in Columbus
 Ohio Sen. Joe Schawron: Youngstown Mayor John McElroy, Staff from U.S. Rep. Tim Ryan's office, Staff from U.S. Sen. Sherrod Brown's office @ AmeriCorps Opening Day Event in Youngstown

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ServeOhio Administration

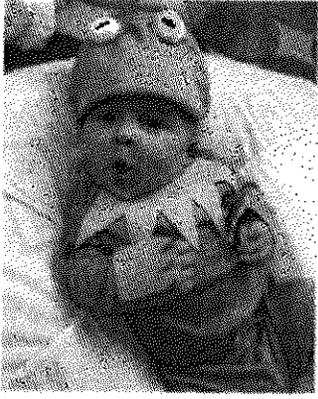
ACHIEVEMENTS	CHALLENGES
<ul style="list-style-type: none">➤ Staff Transitions<ul style="list-style-type: none">➤ AC Compliance Officer➤ Director of Finance & Operations➤ State Audit – No Reportable Issues➤ State Funding Maintained	<ul style="list-style-type: none">➤ Effectively Maintaining Institutional Knowledge➤ Instability of Federal Funding➤ Staff Capacity to Implement New Initiatives and/or New Programming

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LUNCH BREAK



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STATE SERVICE PLAN OVERVIEW

- 3-year comprehensive national and community service plan
- Establish state goals, priorities and strategies for promoting and expanding national and community service
- Strengthen service infrastructure
- Open and public process from a broad cross-section of individuals and organizations

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STATE SERVICE PLAN OVERVIEW

- Policy recommendations to increase service for adults 55+ -- utilizing skills and expertise
- Recommendations on marketing and outreach of national and community service opportunities to older adults
- Recommendations to increase multigenerational national and community service activities
- Incorporate current knowledge of economic, social and health benefits into messaging

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STATE SERVICE PLAN TIMELINE

DATE	ACTIVITY
7/20/15	Timeline Kick-off
8/2015 – 11/2015	Additional Information Gathering/Key Constituencies
9/10/15	ServeOhio Commission Meeting/Presentation of Themes
10/1/15	Ohio Conference on Service and Volunteerism/Presentation of Themes
11/17/15 – 11/18/15	ServeOhio Commission Retreat/Development of SSP & Implementation Priorities
11/23/15 – 12/27/15	Public Input Period (35 days, including weekends & holidays)
1/14/16	ServeOhio Commission Meeting/Final Approval of SSP
1/2016 – 12/2018	SSP Implementation

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Current SSP Goals & Strategies

Goal One – Awareness
Increase awareness of volunteerism in Ohio to engage more individuals; demonstrate the impact of volunteer service; and increase support.

IDENTIFIED STRATEGY #1: Create a statewide campaign to increase volunteerism via traditional media and social media. Develop strategies to increase outreach to specific under-represented populations – such as males, younger adults, older adults, recipients of service, etc.

IDENTIFIED STRATEGY #2: Share the impact of volunteers – qualitative and quantitative. Showcase examples of successful volunteer strategies to encourage new participation and support.

IDENTIFIED STRATEGY #3: Strengthen efforts to educate legislators and elected officials on the impact of volunteerism and national service. Implement “lobby day” at Ohio Statehouse to promote and demonstrate volunteerism as a solution to critical issues.

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Current SSP Goals & Strategies

GOAL TWO - INFRASTRUCTURE
Build infrastructure that promotes collaboration, encourages innovation and secures resources to increase volunteer/national service opportunities in number and quality.

IDENTIFIED STRATEGY #1: Develop a Reserve Volunteerism Foundation to sustain the league, build new initiatives, increase corporate support, share resources and ideas, connect them to support network.

IDENTIFIED STRATEGY #2: Build partnerships to expand specific AmeriCorps/National Service initiatives which increase benefits to national service participants. Outreach to institutions/funders to match AmeriCorps Education Awards (reducing student loan debt) and create partnerships to expand Employers of National Service initiative (keeping alumni in Ohio).

IDENTIFIED STRATEGY #3: Increase educational opportunities for organizations to strengthen volunteer engagement by strengthening volunteer administration and creating higher quality volunteer opportunities. Implementation of Service Enterprise Volunteering.

IDENTIFIED STRATEGY #4: Establish/join local community conversations to identify specific critical issues and explore how volunteerism and national service might be utilized to address needs and initiate social change. Link with Comprehensive Mapping Project of Ohio's Faith-Based and Community Nonprofits.

IDENTIFIED STRATEGY #5: Create a central web-based directory of resources for volunteer organizations to review program models, best practices in volunteer management, building stronger impact metrics, links to professional development, etc. Link with Bright Ideas Ohio.

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SSP - Small Group Discussions

- Prioritize Goals & Strategies
- Determine which roles/strategies represent appropriate roles/functions of the commission
- Reflect how prioritized goals/strategies align with commissioner constituencies
- Identify potential partnerships for implementation
- Identify missing goals/strategies
- Determine if additional information is needed

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SSP – Small Group Debrief

Summary of Dialogue
Small Group Priorities
Missing Elements
Identification of Common Priorities

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Aligning Goals and Priorities: State Service Plan and ServeOhio

- Finalizing Commission Priorities within SSP
- Aligning SSP Goals/Strategies with ServeOhio Strategic Plan Goals/Strategies
- Discussion/Establishment of New Potential Goals/Priorities not in SSP or Strategic Plan
- Identification of Potential Conflicting/Competing Goals
- Prioritization of ALL Goals/Strategies
- Review of Staff Capacity & Resources
- Benchmarking Commission Performance in Goal Attainment

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Small Group Notes

- **Goal One – Awareness**
 - Strategy One – Volunteer recruitment campaigns related to specific issues (i.e. mentoring).
 - Strategy Two – Work with partners to gather qualitative and quantitative data on impact of volunteers. Promote the positive professional development and health benefits related to volunteer service.
 - Strategy Three – Focus on getting elected officials out to projects to see local impact, such as Days of Service/Day in the Life of AC Member and site visits. Restrict commissioner-legislator office visits to state budget years.

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Small Group Notes

- **Goal Two – Infrastructure**
 - Strategy One – No demonstrable interest in new statewide group. Establish commission subcommittee to focus on volunteer engagement.
 - Strategy Two – Increase the number of institutions that match the AC Ed Award working with associated institutional foundations and other potential funders.
 - Strategy Three – Maintain/increase professional development opportunities for volunteer administrators.
 - Strategy Four – Highlight role and structure of commission as a potential partner within underserved, under-resourced communities to develop programming on local critical issues.
 - Strategy Five – Serve as an umbrella for local volunteer connectors; connect individuals to local volunteer connectors; verify quality of local volunteer connectors. Serve as informational hub for best practices relative to volunteer management and effective volunteer program models. Link to Bright Ideas Ohio.

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Defining Our Role

Where do we add value for individuals wanting to volunteer?

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Defining Our Role

Where do we add value for organizations who want to utilize volunteers?

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COMMISSION MEETING

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State Service Plan (SSP) – Proposed Goals/Strategies – Commission Retreat Feedback Form

Commissioners will meet in small groups to discuss the proposed goals/strategies in the current SSP draft. Dialogue will include prioritizing goals/strategies; determining which roles/strategies represent appropriate roles/functions for the commission; reflecting on how prioritized goals/strategies within the SSP align with the priorities of constituencies represented by commissioners; identifying potential partnerships to implement specific SSP goals/strategies; and deciding if additional information needs to be obtained.

Small Group Assignments

Bill Russell	Johnmark Oudersluys	Jane Federer
John Beck	Kim Hettel	Donald Bean
Tina Dunphy	David Parker	Winnie Brewer
Pandora Shaw-Dupras	Brenda Stier-Anstine	Judy Turner
Adrian Hill	Charlotte Jones-Ward	Chris Shaffer
Matt Rubin	Shelia Fox	Faye Heston

State Service Plan Timeline

DATE	ACTIVITY
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10/1/15	Ohio Conference on Service and Volunteerism/Presentation of Themes
11/12/15 – 11/13/15	ServeOhio Commission Retreat/Alignment of SSP & Commission Priorities
11/23/15 – 12/27/15	Public Input Period (35 days, including weekends & holidays)
1/14/16	ServeOhio Commission Meeting/Final Approval of SSP
1/2016 – 12/2018	SSP Implementation

ELEMENTS TO REMEMBER

- Goal One (Awareness) is devoted to traditional volunteer engagement; Goal Two (Infrastructure) is a mix of volunteer engagement and national service.
- The SSP is a comprehensive 3-year plan designed to establish state goals, priorities and strategies to *promote/expand/improve* volunteer engagement and national service in Ohio.
- The SSP should focus on strategies to *strengthen the infrastructure* of volunteer engagement and national service in Ohio.
- The SSP must be developed through an open and public process with input from a broad cross-section of individuals and organizations.
- Specific strategies must be included to increase volunteer engagement and national service participation of adults 55+ -- utilizing specific skills/expertise and incorporating current knowledge of economic/social/health benefits relative to this demographic.
- Be cognizant of the role of ServeOhio as a *state entity* with a responsibility to promote, expand, and improve volunteer engagement and national service in Ohio. As such, strategies should reflect the adoption of effective national initiatives and the support/expansion of effective local initiatives, but should avoid the duplication of efforts better implemented at national and local levels.

GOAL ONE -- AWARENESS

Increase awareness of volunteerism in Ohio to engage more individuals; demonstrate the impact of volunteer service; and increase support.

IDENTIFIED STRATEGY #1: *Create a statewide campaign to increase volunteerism via traditional media and social media. Develop strategies to increase outreach to specific under-represented populations – such as males, younger adults, older adults, recipients of service, etc.*

Prioritize this Strategy (1-5 Scale with 5 being Highest Priority): _____

Rationale for Rating:

Is this an appropriate role/function for the commission? How would you see the commission approaching such work?

How does this strategy align with the priorities of the constituency that you represent on the commission?

What partnerships might the commission establish to effectively implement this strategy?

What additional information needs to be gathered to effectively implement this strategy?

GOAL ONE -- AWARENESS

Increase awareness of volunteerism in Ohio to engage more individuals; demonstrate the impact of volunteer service; and increase support.

IDENTIFIED STRATEGY #2: *Share the impact of volunteers – qualitative and quantitative. Showcase examples of successful volunteer strategies to encourage new participation and support.*

Prioritize this Strategy (1-5 Scale with 5 being Highest Priority): _____

Rationale for Rating:

Is this an appropriate role/function for the commission? How would you see the commission approaching such work?

How does this strategy align with the priorities of the constituency that you represent on the commission?

What partnerships might the commission establish to effectively implement this strategy?

What additional information needs to be gathered to effectively implement this strategy?

GOAL ONE -- AWARENESS

Increase awareness of volunteerism in Ohio to engage more individuals; demonstrate the impact of volunteer service; and increase support.

IDENTIFIED STRATEGY #3: *Strengthen efforts to educate legislators and elected officials on the impact of volunteerism and national service. Implement "lobby day" at Ohio Statehouse to promote and demonstrate volunteerism as a solution to critical issues.*

Prioritize this Strategy (1-5 Scale with 5 being Highest Priority): _____

Rationale for Rating:

Is this an appropriate role/function for the commission? How would you see the commission approaching such work?

How does this strategy align with the priorities of the constituency that you represent on the commission?

What partnerships might the commission establish to effectively implement this strategy?

What additional information needs to be gathered to effectively implement this strategy?

GOAL TWO -- INFRASTRUCTURE

Build infrastructure that promotes collaboration, encourages innovation and secures resources to increase volunteer/national service opportunities in number and quality.

IDENTIFIED STRATEGY #1: *Develop a Buckeye Volunteerism Roundtable to sustain dialogue; build new initiatives; increase corporate support; share resources and ideas; collect dues to support network.*

Prioritize this Strategy (1-5 Scale with 5 being Highest Priority): _____

Rationale for Rating:

Is this an appropriate role/function for the commission? How would you see the commission approaching such work?

How does this strategy align with the priorities of the constituency that you represent on the commission?

What partnerships might the commission establish to effectively implement this strategy?

What additional information needs to be gathered to effectively implement this strategy?

GOAL TWO -- INFRASTRUCTURE

Build infrastructure that promotes collaboration, encourages innovation and secures resources to increase volunteer/national service opportunities in number and quality.

IDENTIFIED STRATEGY #2: *Build partnerships to expand specific AmeriCorps/National Service initiatives which increase benefits to national service participants. Outreach to institutions/funders to match AmeriCorps Education Awards (reducing student loan debt) and create partnerships to expand Employers of National Service Initiative (keeping alums in Ohio).*

Prioritize this Strategy (1-5 Scale with 5 being Highest Priority): _____

Rationale for Rating:

Is this an appropriate role/function for the commission? How would you see the commission approaching such work?

How does this strategy align with the priorities of the constituency that you represent on the commission?

What partnerships might the commission establish to effectively implement this strategy?

What additional information needs to be gathered to effectively implement this strategy?

GOAL TWO -- INFRASTRUCTURE

Build infrastructure that promotes collaboration, encourages innovation and secures resources to increase volunteer/national service opportunities in number and quality.

IDENTIFIED STRATEGY #3: *Increase educational opportunities for organizations to strengthen volunteer engagement by strengthening volunteer administration and creating higher quality volunteer opportunities; implementation of Service Enterprise Initiative.*

Prioritize this Strategy (1-5 Scale with 5 being Highest Priority): _____

Rationale for Rating:

Is this an appropriate role/function for the commission? How would you see the commission approaching such work?

How does this strategy align with the priorities of the constituency that you represent on the commission?

What partnerships might the commission establish to effectively implement this strategy?

What additional information needs to be gathered to effectively implement this strategy?

GOAL TWO -- INFRASTRUCTURE

Build infrastructure that promotes collaboration, encourages innovation and secures resources to increase volunteer/national service opportunities in number and quality.

IDENTIFIED STRATEGY #4: *Establish/join local community conversations to identify specific critical issues and explore how volunteerism and national service might be utilized to address needs and initiate social change. Link with Comprehensive Mapping Project of Ohio's Faith-Based and Community Nonprofits.*

Prioritize this Strategy (1-5 Scale with 5 being Highest Priority): _____

Rationale for Rating:

Is this an appropriate role/function for the commission? How would you see the commission approaching such work?

How does this strategy align with the priorities of the constituency that you represent on the commission?

What partnerships might the commission establish to effectively implement this strategy?

What additional information needs to be gathered to effectively implement this strategy?

GOAL TWO – INFRASTRUCTURE

Build infrastructure that promotes collaboration, encourages innovation and secures resources to increase volunteer/national service opportunities in number and quality.

IDENTIFIED STRATEGY #5: *Create a central web-based directory of resources for volunteer organizations to review program models, best practices in volunteer management, building stronger impact metrics, links to professional development, etc. Link with Bright Ideas Ohio.*

Prioritize this Strategy (1-5 Scale with 5 being Highest Priority): _____

Rationale for Rating:

Is this an appropriate role/function for the commission? How would you see the commission approaching such work?

How does this strategy align with the priorities of the constituency that you represent on the commission?

What partnerships might the commission establish to effectively implement this strategy?

What additional information needs to be gathered to effectively implement this strategy?

ATTACHMENT D

GOAL COMPARISON/ALIGNMENT – STATE SERVICE PLAN (SSP) AND SERVEOHIO STRATEGIC PLAN (SOSP)

SSP GOAL ONE: Increase awareness of volunteerism in Ohio to engage more individuals; demonstrate the impact of volunteer service; and increase support.	SSP GOAL TWO: Build infrastructure that promotes collaboration, encourages innovation and secures resources to increase volunteer/national service opportunities in number and quality.
STRATEGY ONE: Create a statewide campaign to increase volunteerism via traditional media and social media. Develop strategies to increase outreach to specific under-represented populations.	STRATEGY ONE: Develop a Buckeye Volunteerism Roundtable to sustain dialogue; build new initiatives; increase corporate support; share resources and ideas; collect dues to support network.
STRATEGY TWO: Share the impact of volunteers – qualitative and quantitative. Showcase examples of successful volunteer strategies to encourage new participation and support.	STRATEGY TWO: Build partnerships to expand specific AmeriCorps/National Service Initiatives which increase benefits to national service participants. Outreach to institutions/funders to match AmeriCorps Education Awards (reducing student loan debt) and create partnerships to expand Employers of National Service Initiative (keeping alums in Ohio).
STRATEGY THREE: Strengthen efforts to educate legislators and elected officials on the impact of volunteerism and national service. Implement “lobby day” at statehouse to promote and demonstrate volunteerism as a solution to critical issues.	STRATEGY THREE: Increase educational opportunities for organizations to strengthen volunteer engagement by strengthening volunteer administration and creating higher quality volunteer opportunities; implementation of Service Enterprise Initiative.
	STRATEGY FOUR: Establish/join local community conversations to identify specific critical issues and explore how volunteerism and national service might be utilized to address needs and initiate social change. Link with Comprehensive Mapping Project of Ohio’s Faith-Based and Community Nonprofits.
	STRATEGY FIVE: Create a central web-based directory of resources for volunteer organizations to review program models, best practices in volunteer management, building stronger impact metrics, links to professional development, etc. Link with Bright Ideas Ohio.

SOSP GOAL ONE: Increase the utilization of AmeriCorps as a strategy to address local/state needs.	SOSP GOAL TWO: Improve the quality and impact of Ohio AmeriCorps programs.	SOSP GOAL THREE: Increase awareness and relevance of ServeOhio.	SOSP GOAL FOUR: Increase ServeOhio commissioner engagement to achieve organizational goals and objectives.
STRATEGY ONE: Expand AmeriCorps outreach to attract more diverse, qualified applicant organizations.	STRATEGY ONE: Formalize AmeriCorps evaluation plan to demonstrate full impact of commission investments.	STRATEGY ONE: Strengthen the branding of ServeOhio and AmeriCorps.	STRATEGY ONE: Assess and utilize commissioner knowledge, skills, abilities and connections to advance strategic goals.
STRATEGY TWO: Develop large-scale, high-impact programs for competitive submission.	STRATEGY TWO: Increase the quality and diversity of professional development opportunities provided to AmeriCorps program staff and members.	STRATEGY TWO: Increase awareness of AmeriCorps member role and impact.	STRATEGY TWO: Increase commissioner participation at regular meetings.
STRATEGY THREE: Encourage AmeriCorps program design models that diversify portfolio.	STRATEGY THREE: Quantify and qualify the connection of AmeriCorps member service to post-service outcomes.	STRATEGY THREE: Continuous improvement of Ohio Conference on Service and Volunteerism.	STRATEGY THREE: Increase engagement of former ServeOhio commissioners.
STRATEGY FOUR: Increase recognition of AmeriCorps as a primary catalyst for volunteer engagement.	STRATEGY FOUR: Revise AmeriCorps program policy, procedures and protocol; establish periodic review.	STRATEGY FOUR: Develop Stewards of Service sustainability plan.	STRATEGY FOUR: Commissioners conduct annual review of strategic goals and objectives.



SERVE OHIO
Ohio Commission on Service and Volunteerism

30 E. Broad Street, Suite 2487
Columbus, Ohio 43215
www.serveohio.org
(614) 728-2916

Ohio Commission on Service and Volunteerism
Friday, November 13, 2015
Mohican Lodge & Conference Center
1098 County Road 3006
Perrysville, OH 44864

AGENDA	
11:30AM	Call to Order
11:30AM	New Business <ul style="list-style-type: none"> • Approval of 9/10/15 Commission Meeting Minutes • Approval of Executive Director Evaluation & Compensation • Executive Director Report/Discussion
12:30PM	Adjourn

2016 ServeOhio Commission Meeting Dates	
DATE	PRIMARY AGENDA ITEMS
1/14/16	Approval of Final SSP; Competitive AmeriCorps Grant Recommendation & Approval; Officer Nominating Committee Appointed
3/10/16	Slate of Officers Presented; Legislative Meetings
6/9/16	Formula AmeriCorps Grant Recommendation & Approval; Officer Election
9/8/16	Offsite Meeting
11/17/16 & 11/18/16	Commission Retreat



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November 2015

EXECUTIVE DIRECTOR'S REPORT

ADMINISTRATION

Federal Budget Update – FY 2016

A budget deal was reached to raise discretionary spending caps for defense and nondefense accounts by \$80 billion above the sequester level for FY 2016 and FY 2017 and suspend the debt limit until March 15, 2017. The increased discretionary spending is offset with cuts to various entitlement programs and revenue raisers. This legislation gives House and Senate Appropriations Committees until December 11, 2015 (current continuing resolution expiration date) to put together an omnibus spending agreement to finalize FY 2016. The process begins with the Appropriations Committees sending the extra discretionary dollars provided in the accord to the 12 Appropriations Subcommittees. With the revised allocations, staff and senior appropriators can begin to finalize the spending and policy details that will form the final FY 2016 budget. Policy riders are the chief potential impediment to finalizing the budget. (ASC Public Policy Update, 10/30/15)

ServeOhio Director of Finance & Operations

Carrie Niino-Koontz joined the ServeOhio staff on 10/5/15 as our new Director of Finance and Operations. She has over 20 years of experience in financial administration and operations working for the Ohio Department of Mental Health and Addiction Services and the Ohio Department of Jobs and Family Services. Carrie is working closely with Mark Holtzapfle, our current Director of Finance and Operations, who will retire 12/4/15 to learn all the required systems.

State Audit

The Office of Auditor of State Dave Yost recently completed an audit of ServeOhio covering the time period 7/1/13 through 6/30/15. The audit included testing and policy reviews of the following areas: payroll expenditures; non-payroll expenditures; revenue; personal information and public records policy; minutes; inventory; and legal compliance. No reportable issues were identified. Commissioners are scheduled to receive a copy of the final management letter via email directly from the Office of the Auditor in November.

IT Assessment

ServeOhio is currently undergoing an IT Assessment by the Ohio Department of Administrative Services, Office of Information Technology. The assessment includes a review of Business Operations, Information Technology and Information Technology Support with a goal of standardizing practices across state agencies, increasing security, improving compliance and manageability. Recommendations will be made to ServeOhio staff and remediation will be implemented as appropriate.

Website Redevelopment

ServeOhio is also working with the Department of Administrative Services on language that will be utilized in a bid request for vendor services to redevelop the commission website. Our current website presents two primary challenges. First, it is housed on a private server and is "patched" into the official state server which creates issues related to security and recovery. Second, ServeOhio staff has limited ability to change the website content and maintain desired quality in the current format due to lack of support. Our new website will be fully housed on the state server and ServeOhio will be able to obtain direct support from the Department of Administrative Services to increase security and maintain functionality. The goal is to complete this work in the first half of 2016 – aligning the new design with objectives in the State Service Plan and ServeOhio Strategic Plan.

AMERICORPS

National Opening Day

Six regional events were held in Ohio for AmeriCorps Opening Day on 10/16/15. CNCS CEO Wendy Spencer attended the Central Ohio event at the Ohio History Center and CNCS Director of AmeriCorps Bill Basl attended events in Youngstown at the Youngstown Neighborhood Development Corporation and in Cleveland at the Great Lakes Science Center. Each event was organized by local AmeriCorps program staff and included member/alum testimonials, leadership remarks and the AmeriCorps Pledge. Elected officials were present at the Columbus, Youngstown and Athens events.

Voices for National Service/Presidential Battleground Poll (Enclosed)

Voters from nine presidential battleground states – Colorado, Florida, Iowa, Michigan, Nevada, New Hampshire, Ohio, Pennsylvania, Virginia – have indicated their support for investing federal funds to support national service. Such support is significantly stronger when individual voters are educated on the work and benefits of national service.

- 56% of Republicans, 68% of Independents and 75% of Democrats initially support the investment in national service; 73% of Republicans, 80% of Independents and 90% of Democrats support the investment after learning more information on the programming.
- 83% of all voters support maintaining or increasing the federal investment in national service programming.

Respondents overwhelmingly support the core national service values of preparing young people for the workforce; building stronger neighborhoods and communities; restoring the qualities of civic duty and self-sufficiency within young adults.

AmeriCorps Recruitment Partnership with Ohio Means Jobs/Ohio Means Internships

ServeOhio is forming a partnership with Ohio Means Jobs/Ohio Means Internships to create a platform on the primary Ohio Means Jobs website that will allow individuals to learn more about AmeriCorps, explore AmeriCorps opportunities within Ohio, and link directly to local AmeriCorps programs to apply for positions. While recruitment is strong for most Ohio AmeriCorps programs, grantees with statewide and/or rural programming often face challenges finding the right candidates for their positions. By partnering with Ohio Means Jobs/Ohio Means Internships, ServeOhio will be greatly increasing the level of exposure that individuals will have to AmeriCorps and the option of service as a key strategy to build workforce skills. The current timeline has the new platform launching in early 2016 to coordinate with recruitment for Program Year 2016-2017.



For Immediate Release:
October 22, 2015

Democrats and Republicans in Presidential Battleground States Overwhelmingly Support Funding National Service

New poll shows voters support a strong federal investment of taxpayer dollars in national service and do not want funding cuts

Washington, DC – Presidential battleground state voters across the political spectrum overwhelmingly support investing federal taxpayer dollars to support national service programs, according to a poll released today by Voices for National Service.

Voters from nine presidential battleground states were interviewed including Colorado, Florida, Iowa, Michigan, Nevada, New Hampshire, Ohio, Pennsylvania and Virginia. The survey was conducted by Republican polling firm TargetPoint Consulting.

National service harnesses America's most powerful resource – the energy and talents of our citizens – to improve communities, impact lives, and tackle some of the biggest challenges facing our nation. National service participants strengthen education from preschool on up, help communities recover and rebuild from natural disasters, support veterans and military families, combat poverty, assist seniors in independent living, and build economic opportunity for individuals and communities.

“This poll confirms Americans’ broad and strong support for investing in low-cost, high-yield national service programs,” said AnnMaura Connolly, President of Voices for National Service. “Importantly, Democrats and Republicans alike believe use of their taxpayer dollars for national service is worthwhile and necessary.”

“These findings show voters in presidential battleground states overwhelmingly believe that national service helps prepare our workforce, strengthens our communities, and maybe most importantly renews patriotism in our country,” said Michael Meyers, President, TargetPoint Consulting. “In today’s highly partisan atmosphere the bipartisan agreement on the value of national service is wonderful to see.”

Key Findings

Strong agreement on investing tax dollars. Voters overwhelmingly support investing their tax dollars in national service and want to either maintain or increase spending toward those programs. After learning the details about national service and hearing about

benefits, 79% of presidential battleground voters agreed national service is a worthwhile investment of their tax dollars (of which 48% strongly agreed), up from 66% prior to hearing the information.

- 56% of Republicans, 68% of Independents, 75% of Democrats and even 59% of Tea Party supporters initially support the investment, and after getting more information 73% of Republicans, 80% of Independents, and 90% of Democrats support a federal investment of tax dollars in national service.
- 83% of voters would like to maintain or increase the levels of spending and investment (39% think increasing spending would be best; 44% prefer maintaining current levels of spending).
- At a time when voters across the political spectrum would like to see government trim the fat, interestingly 24% of Republicans, 39% of Independents and 57% of Democrats actually support an increase in spending on national service.
- Only 12% of Republicans and 14% of Tea Party supporters want to cut all funding for national service programs.

Support for political candidates. Whether or not a candidate supports national service in general or through a specific plan will affect voters' opinion of elected officials and support of potential candidates.

- 67% of voters are more likely to vote for a candidate who came out with a plan to provide an AmeriCorps member to all low-performing schools in America to be tutors and mentors (including 59% of GOP base voters, 65% of Independents, and 58% of Tea Party supporters).
- 61% of voters are more likely to vote for a candidate who would guarantee funding for all qualified national service applicants (including 47% of GOP base voters, 52% of Independents, and 51% of Tea Party supporters).

Strong agreement on the core value propositions. Respondents overwhelmingly agreed that national service:

- Helps prepare young people for the workforce (80%).
- Helps build stronger neighborhoods and communities (79%).
- Helps restore important values of patriotism and civic duty to young people (78%).
- Helps replace government handouts with local, volunteer-based, community work and empower people to be more self-sufficient and less dependent on the government in the long run (75%).

Funding for National Service is in Jeopardy

For decades Americans have formally committed themselves to serving their communities through a number of national service programs, most notably through AmeriCorps, VISTA, Foster Grandparents, RSVP, and Senior Companions and the

public-private partnerships formed through groups like Habitat for Humanity and local food banks and shelters.

The Corporation for National and Community Service (CNCS) administers these national service programs through a robust public-private partnership that leverages substantial matching support from private, philanthropic, and local sources to stretch the federal dollar and increase community impact. A study by economists at Columbia University demonstrates that, for every dollar invested in national service, there are returns to society of nearly four dollars in terms of higher earnings, increased output, and other community-wide benefits. This year, more than 75,000 AmeriCorps members and 270,000 Senior Corps volunteers will serve in 60,000 locations across the country. Demand for AmeriCorps positions far exceeds the supply: AmeriCorps receives nearly five applicants for every available position.

But funding for national service programs is in serious jeopardy. The U.S. Senate and House Appropriations Committees have approved deep cuts to CNCS for FY16, which would significantly jeopardize the scope and impact of cost-effective national service programs that receive funding through a rigorous and competitive grant-making process. More information on the cuts is available [here](#) and [here](#).

Methodology

Commissioned by Voices for National Service, TargetPoint Consulting conducted a poll of 800 registered voters from October 3-5, 2015. The voters interviewed were representative of nine presidential battleground states: Colorado, Florida, Iowa, Michigan, Nevada, New Hampshire, Ohio, Pennsylvania and Virginia. All interviews were conducted using live callers on both landlines and cell phones. The margin of error is +/- 3.46%. A copy of Michael Meyers' memorandum on the poll is available [here](#).

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Voices for National Service is a diverse coalition of national service programs, state service commissions and individual champions, who advocate to ensure Americans of all ages have the opportunity to serve and volunteer in their community. Founded in 2003, Voices for National Service has built strong bipartisan support among our nation's leaders and helped position national service as a viable policy solution to tackle unmet needs, expand opportunity, and leverage human capital.

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