



Ohio AmeriCorps Programs Guidelines for Incentives, Rewards and Recognition

It is often the desire of Ohio AmeriCorps programs to provide incentives or recognition to current or returning members. The incentive and/or recognition items are generally designed to reward outstanding service, provide additional resources to the individuals, or to encourage an additional year of service. Recognizing the number of diverse options that may be available to programs, the Ohio Commission on Service and Volunteerism (ServeOhio) has adopted guidelines to ensure equity and fairness, compliance with relevant regulations, and consistency across all Ohio AmeriCorps programs. ServeOhio believes that this approach will promote cohesion among members which will lead to greater service satisfaction and member retention.

- Ohio AmeriCorps programs that provide recognition items for members may not exceed a value of \$30.00 per member, per year. This does not include food/refreshments at program-related events and/or meetings.
- Incentives or recognition provided by Ohio AmeriCorps programs must be of equal value and provided to all members of the current or potential Corps at all service sites and line-itemed in the budget narrative at the start of the program.
 - Ohio AmeriCorps programs may not offer incentives, rewards or recognition that give the perception of replacing what otherwise should be reimbursed by programs.
- Ohio AmeriCorps program may pay a higher living stipend for members serving two or more years providing they have additional leadership responsibilities that are non-administrative or supervisory and articulated in their position descriptions, member agreement and detailed in the budget narrative. *Under no circumstances are AmeriCorps members to supervise other AmeriCorps members or perform administrative duties that are outside the scope of their specific service-related activities.*
- Ohio AmeriCorps programs may not use AmeriCorps grant funds to provide rewards, recognition or incentives through any game of chance, i.e. drawing.