

**Pamela Dugan, State Director**

147 Possum Trot Lane Kearneysville, WV 25430

Phone (304)661-1460 Email: [pdugan@frontiernet.net](mailto:pdugan@frontiernet.net), [www.fivepromises.wv.gov](http://www.fivepromises.wv.gov)

[West Virginia's Promise-The Alliance for Youth, AmeriCorps VISTA Project](#) is currently accepting applications from non-profit organizations, schools and state agencies to gain a VISTA resource to focus on developing, enhancing and sustaining educational programs focusing on fulfilling the [Five Promises](#) of [America's Promise](#) for children & youth. VISTAs members serve to strengthen and supplement efforts to eliminate and alleviate poverty, and to increase funding resources to support your programs. **This application is due to our office 4 weeks prior to VMO month.**

All VISTA candidates **are required** to participate in VMO (Virtual Member Orientation) training. The scheduled 2019 VMO is listed in chart below.

Candidate Applicant Deadline in eGrants (completed with references)	VISTA Webinar Date Required	VMO (Virtual Member Training) Date Required & Start Date	Fingerprint Deadline
10/19/2018	11/6/2018	11/13/2018	12/13/2018
11/8/2018	11/27/2018	12/3/2018	1/2/2019
12/27/2018	1/15/2019	1/22/2019	2/21/2019
1/10/2019	1/29/2019	2/4/2019	3/6/2019
1/24/2019	2/12/2019	2/19/2019	3/21/2019
2/21/2019	3/12/2019	3/18/2019	4/17/2019
3/21/2019	4/9/2019	4/15/2019	5/15/2019
4/18/2019	5/7/2019	5/13/2019	6/12/2019
5/16/2019	6/4/2019	6/10/2019	7/10/2019
6/13/2019	7/2/2019	7/8/2019	8/7/2019
6/27/2019	7/16/2019	7/22/2019	8/21/2019
7/11/2019	7/30/2019	8/5/2019	9/4/2019
7/25/2019	8/13/2019	8/19/2019	9/18/2019
8/8/2019	8/27/2019	9/3/2019	10/3/2019

**General Information:** To expand the VISTA Project each year an Administration Fee of **(\$5,000.00)** per VISTA, is requested to be paid by each Host Site along with a signed Memorandum of Understanding. Additionally, the Host Site agrees to provide office space and supplies (computer, phone, postage) travel, and other administrative cost. If you are interested in having a VISTA member placed at your Site, you will be required to advertise, interview and select the applicant of your choice. All applicants must apply on-line at <https://bit.ly/2Ahoi1G> we may have applicants that have already applied online, which will be sent to you once your Application has been received, reviewed & approved.

Brief Description of the member's duties will include one or more of these topics:

- Getting Things Done – achieving demonstrable results in meeting Americans' educational, public safety, human and environmental needs.
- Strengthening Communities – uniting citizens from different backgrounds and bringing together diverse institutions in partnerships to transform communities in need.
- Encouraging Responsibility – strengthening the spirit of citizenship through service, education about service and understanding of communities.
- Expanding Opportunity – offering education awards in return for service and providing invaluable life and job skills to members which they will carry through the rest of their lives.

**Pamela Dugan, State Director**

147 Possum Trot Lane Kearneysville, WV 25430

Phone (304)661-1460 Email: [pdugan@frontiernet.net](mailto:pdugan@frontiernet.net), [www.fivepromises.wv.gov](http://www.fivepromises.wv.gov)

**The focus areas are:**

- 🔍 Education
- 🔍 Healthy Futures
- 🔍 STEM

**The Five Promises' are the Framework of Service**

- 🔍 Caring Adults
- 🔍 Safe Place
- 🔍 Healthy Start
- 🔍 Effective Education
- 🔍 Opportunities to Help Others

**VISTA Benefits**

- 🔍 Monthly Living Stipend=\$1,026 month, = Yearly total of \$12,312- Before Taxes
- 🔍 End of Service Award:  
Segal Education Award = \$5,920. or Cash Award = \$1,800
- 🔍 Health Benefit Plan
- 🔍 Student Loan Forbearance
- 🔍 Career Development
- 🔍 10 Personal & 10 Medical Days off

**Criteria:**

- 🔍 Age: 18 years old
- 🔍 Citizenship: U.S. Citizen, National, Legal Resident
- 🔍 High School Diploma or GED
- 🔍 Background Check:  
Fingerprinted

Always keep in mind full-time yearlong members do not do direct service. VISTA members serve a minimum of 35 hours per week to create or expand programs designed to bring individuals and communities out of poverty. Below is a list of some of the **indirect service, capacity building and sustainability service activities full-time members can do**. These can be some of the steps for the Volunteer Assignment Description on page 9-10:

- Recruit, Train, Manage, Track Volunteers
- Create Volunteer Assignments
- Train Trainers, Direct Service Providers
- Develop Train the Trainers Curriculum
- Public Speaking, Develop Media kits, Press Releases
- Develop a Speakers' bureau
- Secure Funding for Project
- Organize Fundraising Events
- Grant Research, Write
- Develop Marketing and Conduct Outreach
- Organize Task Forces
- Develop Community Partnerships
- Develop Templates; Brochures, Handbooks, Manuals
- Secure Partners; Develop Databases, Web Sites, Social Media Accounts
- Create Infrastructure
- Create Evaluations Tools
- Complete Research

**Please contact me if you have any questions or if you may be interested in applying to become a Host Site.** I will assist you in completing the required documents.

**Pamela Dugan, State Director**

147 Possum Trot Lane Kearneysville, WV 25430

Phone (304)661-1460 Email: [pdugan@frontiernet.net](mailto:pdugan@frontiernet.net), [www.fivepromises.wv.gov](http://www.fivepromises.wv.gov)

**Promise VISTA Request For Proposal**

Applications are accepted on-going, to [pdugan@frontiernet.net](mailto:pdugan@frontiernet.net)

Please complete this application in Word, save and email in word. **We do not accept PDF.**

**General Information**

Name of Your Organization:	
Director:	
Address: <i>PO Box, Street #, City, State, Zip &amp; 4 digit zip code</i>	
County:	
Telephone:	
Cell:	
Email:	
Fax:	
Web Site:	
FEIN Number:	
DUNS Number:	
Project Year: 1, 2, 3	
Boards President Name & Phone	
Boards Treasurer Name & Phone	
VISTAs are required to submit reports monthly/quarterly/annual; <b>hand written or PDF reports are not acceptable.</b> Will your VISTA have access to a computer to complete all required reports in <b>word?</b> As you are completing this application!	

**Recruiting Contact Information**

The contact person(s) is responsible for reviewing VISTA applications, conducting interviews, and notifying us of a final decision, reviewing & signing VISTA timesheets & reports. Please note if different from the individual who will be responsible for VISTA Supervision. It is essential that the following information be accurate and kept current with our office should there be any changes in the contact person(s).

VISTA Site Supervisor:	
Email:	
Telephone:	
Site Supervisor Cell Phone #:	
Address:	
Site Supervisor Work Phone #:	

**Corporation for National and Community Service Focus Area(s) to Be Addressed**

*(Click on the box and/or underline the areas of focus; Note: in each focus area your member will be serving with a goal indirectly to fulfill/deliver the [Five Promises](#))*

<input type="checkbox"/> Education	<input type="checkbox"/> STEM	<input type="checkbox"/> Healthy Futures
------------------------------------	-------------------------------	--

**Which Promise(s) does your Site project to fill through VISTA in-direct services?**

Caring Adults  Safe Place  Healthy Start  Effective Education  Opportunities to Help Others

**Pamela Dugan, State Director**

147 Possum Trot Lane Kearneysville, WV 25430

Phone (304)661-1460 Email: [pdugan@frontiernet.net](mailto:pdugan@frontiernet.net), [www.fivepromises.wv.gov](http://www.fivepromises.wv.gov)

**Which of the following best describes your organization?**

*(Place an x next to the appropriate selection.)*

Government Agency			
Federal		Private Non-profit	
State		Tribal	
Municipal		Other	
School		Describe	
County		Other:	

**Executive Summary**

Today's Date:	
Project Name:	West Virginia's Promise-The Alliance for Youth, <i>(insert name of your organization/school here)</i>
(Continuation/New Site) Year of Project:	
Projected Month of VISTA placement:	
Number of children/youth served yearly?	
<b>Narratives</b>	
Provide a brief description of the proposed project, including the project goal(s) as well as an overview of the activities the requested VISTAs and will perform:	Project & Goals:  VISTA Activities:
VISTA resources should be used to provide a sustainable solution to poverty, <u>not just making poverty more tolerable</u> . Please describe the specific <u>anti-poverty outcomes</u> that your proposed project will accomplish:	Anti-poverty outcomes:
Number of VISTA resources requesting:	
Estimated length of time required to complete your project:	
Briefly describe your organization mission, vision, history and beneficiaries of your organizations programs:	Mission/Vision:  History:  Beneficiaries:

All Promise VISTA Site Projects must be developed in accordance with **AmeriCorps VISTA's core principles:** an anti-poverty focus; community empowerment; sustainable solutions; and capacity building. Please describe below how your VISTA will fulfill each.

Anti-poverty focus:

Community empowerment:

**Pamela Dugan, State Director**

147 Possum Trot Lane Kearneysville, WV 25430

Phone (304)661-1460 Email: [pdugan@frontiernet.net](mailto:pdugan@frontiernet.net), [www.fivepromises.wv.gov](http://www.fivepromises.wv.gov)

Sustainable solutions:

Capacity building:

**Need:** In this section describe the unmet poverty-related community need(s) you propose to address using an AmeriCorps VISTA resource(s), answer each bullet question below.

**Future Goals of Accomplishments (State your need):** Short Summary of what plans to be accomplished by the VISTA in the upcoming project year.

- Clearly state in measurable and quantifiable terms the specific poverty-related need(s) identified by the community(ies) that the VISTA project will address,
- State the number of low-income people directly affected by the problem(s).
- State how the planned program strategy (i.e., intervention) will lead to the final planned outcomes for the beneficiary community.
- The community you plan to serve, using data that is current, and specific to the community. These data should substantiate the need(s) you aim to address. Cite the data source(s).
- The specific low-income population your project intends to serve.
- If your program will operate at multiple sites, demonstrate a need in each community you propose to serve.
- Why the needs are not being met now.
- A summary of how your project will ultimately strengthen the community and bring individuals out of poverty.

Need:

Future Goals of Accomplishments:

**Strengthening Communities:** Describe how your VISTA aims to complement or expand current efforts in the community to address the need(s) described. Your response should encompass the following:

- Describe current activities your organization and other organizations are undertaking to address the problems identified in your need statement.
- Describe how the proposed project will complement this work.
- Describe how the new or enhanced programming created by your project will address the needs of the community and bring individuals and, ultimately, the community out of poverty.
- How will you involve the community to ensure the sustainability of the proposed project? Include a description of how the project will be designed to build long-term sustainability in an organization or program to ensure it continues after VISTA resources end.
- A discussion of how this approach will change over time as the VISTA(s) implements the project and build capacity.

Strengthening Communities:

**Organizational Capacity:** Detail your organization's capacity to manage a VISTA member, including information that addresses the following issues:

- What is your organization's experience/capacity to manage the proposed project including previous experience working with community volunteers and/or national service participants?
- Will your organization be able to provide the member with office space, computer/internet access, phone access, supplies, etc. in order to meet their VAD?

**Pamela Dugan, State Director**

147 Possum Trot Lane Kearneysville, WV 25430

Phone (304)661-1460 Email: [pdugan@frontiernet.net](mailto:pdugan@frontiernet.net), [www.fivepromises.wv.gov](http://www.fivepromises.wv.gov)

- What other resources (cash and in-kind) are available to support the project?
- What community partners will be engaged with the project and what will be their roles or contribution?
- If your agency is currently receiving other CNCS resources, specify which program and the number of members or national service participants. Also identify your intended plan for using the various CNCS resources to enhance the VISTA activities if applicable.
- If your organization has previously had an AmeriCorps member(s), please include a brief description of their assigned activities.
- Describe how you will manage and supervise the VISTA member(s).
- Explain how the VISTA member will be reimbursed for any service-related mileage or project-related expenses. What will be the mileage reimbursement rate?
- Describe your plans to assist the VISTA with housing. Please include any other relevant information regarding VISTA support expenses.
- Please provide a statement that your organization is able to provide a (\$5,000) Admin Fee per VISTA resource?
- Briefly describe your organization's plan to provide day to day supervision, oversight and training to your member(s). Include the direct supervisor's name and title. Also include a brief description of the on-site orientation (OSOT) for your member(s).

Organizational Capacity:

**Project Management:** Describe your plan for providing daily supervision to the VISTA member(s) assigned to your Site. Include the following information:

- Name of the supervisor(s), indicating whether supervision will be a part- or full-time responsibility
- Is the site supervisor committed to meeting with the site VISTA at least once every week for 30 minutes for supervision, direction, work plan development, quarterly reporting progress and feedback?
- Strategies you aim to ensure members are prepared for their assignments and the ongoing support you will provide
- Plans for monitoring member(s)' progress in meeting the duties listed in their VISTA Assignment Description (VAD) relative to the project plan.

Also the Project Management narrative must address community involvement and assessment of performance, and address project sites and collaboration with other CNCS programs.

- Community involvement –Describe how you will ensure that the low-income community has input in your VISTAs roles, execution of the project, and ongoing support.

CNCS programs - describe how you will collaborate with other national service programs (RSVP, Senior Companions, Foster Grandparents, or AmeriCorps State/National)

Project Management:

**Recruitment and Development:** describe the following:

- Your organization's methods for recruiting qualified candidates.
- The skills your VISTA should bring to the position(s) to have a successful year?
- How your organization would provide reasonable accommodations to VISTAs with disabilities.
- The service-related transportation needs of the position. Service-related transportation is travel outside of the member's daily commute. Is it necessary for the candidate to have a privately owned vehicle or is the position accessible via public transit or does the position require use of an agency

**Pamela Dugan, State Director**

147 Possum Trot Lane Kearneysville, WV 25430

Phone (304)661-1460 Email: [pdugan@frontiernet.net](mailto:pdugan@frontiernet.net), [www.fivepromises.wv.gov](http://www.fivepromises.wv.gov)

vehicle? How far might the VISTA travel on a monthly basis for service-related commitments? What is your organizations' reimbursement process for service-related travel?

- Whether your organization has the capacity to provide additional incentives, such as housing assistance. If so, provide detailed information to determine if the incentives are allowable based on VISTA regulations.
- The plan for on-site orientation of VISTA member(s) to your organization and the community within the first month of service. Describe any training opportunities, technical assistance, and conferences that would be available to members throughout their service. West Virginia's Promise has an OSO you may opt to use, please make a note here if you wish to have a copy.

Recruitment and Development:

**Summary of Accomplishments (Renewals only):** Short Summary of what has been accomplished by the VISTA in the previous project year. Has your organization hosted an AmeriCorps\*VISTA in the past, or currently?

Yes \_\_\_\_\_ No \_\_\_\_\_

Summary of Accomplishments (Renewals only):

Output:

Progress to date:

Output:

Progress to date:

**Plan for Sustainability** (Continuations and New): Be sure to address how the results of the VISTA Project will be sustained beyond the VISTA's term. If you have additional comments about sustainability that are not reflected in the project plan, please include them in the box below.

Sustainability:

**Pamela Dugan, State Director**

147 Possum Trot Lane Kearneysville, WV 25430

Phone (304)661-1460 Email: [pdugan@frontiernet.net](mailto:pdugan@frontiernet.net), [www.fivepromises.wv.gov](http://www.fivepromises.wv.gov)

**Site Assurances:** Please provide the answers to the questions below and submit all the documents required (highlighted in yellow):

- If a VISTA is placed with your project, the site supervisor is expected to attend required Supervisor training provided by the Corporation for the National and Community Service through the Charleston office, schedule will be provided when available. At this time trainings are through webinars and conference calls. Do you agree to attend trainings via traveling or electronically?
- Site Supervisors are encouraged and VISTA members will be required to attend State Trainings/Events. All the dates and locations for 2018 trainings/events are yet to be determined, but will be provided once available. ***It is encouraged and essential that your VISTA attend.*** Please type a **statement of assurance** below that the site supervisor for the project (or their designee) will make an effort to attend and will allow, encourage and send their VISTA member to training/events.
- Please submit at least **2 support letters from your partners**; stating the partner is actively engaged with your organization, and the partner is providing assurance and trust that your organization has the capacity to successfully continuing as a viable site to Host a VISTA resource.
- Submit a **letter of support/commitment** from your agency's board of directors **indicating**
  - a. Support for the VISTA position, understanding of \$5,000 administration fee, & understanding of the VISTA role,
  - b. The organization's commitment to assuring a successful VISTA placement and overseeing all VISTA reports are submitted through email in word documents, as well as printed, signed and mailed.
  - c. Support for working toward the goals, objectives and end outcomes of the proposed project.
  - d. A list of board members and/or advisory council members
  - e. Assurance of safety statement
  - f. 501c3 documentation

Site Statement of Assurances:



**Pamela Dugan, State Director**

147 Possum Trot Lane Kearneysville, WV 25430

Phone (304)661-1460 Email: [pdugan@frontiernet.net](mailto:pdugan@frontiernet.net), [www.fivepromises.wv.gov](http://www.fivepromises.wv.gov)

**VAD (VISTA Assignment Description)** is a detailed description of the activities assigned to the VISTA member. Describe what activities in detail your VISTA member will do to accomplish the goals. (This will be added in the Steps section) Page 9-10 is a copy of the Volunteer Description Assignment (VAD). The **red print cannot be changed**. Please **add 1-3 Steps** to fulfilling each Milestone.

**Volunteer Assignment Description**

Please insert VAD Title Below: Include the word "VISTA", describe VISTA role (VISTA Outreach Coordinator, VISTA Volunteer Manager, VISTA Volunteer Recruiter, etc.)

<b>Insert VAD Title:</b>		
<b>VISTA Project: West Virginia's Promise</b>		<b>VISTA Member Name:</b>
<b>Site Name:</b>	<b>Assignment Area:</b>	<b>Date:</b>
<b>VISTA Member Activities and Steps Checklist</b>		<b>Planned Period of Work</b>
<b>Goal Statement 1: West Virginia's Promise-The Alliance for youth (insert the Title of your VISTA position) VISTA(s) will focus on developing/promoting the Five Promises in (insert your County here) by increasing the capacity building services and moving people out of poverty through community volunteers recruited, trained, and delivering and implementing the Five Promises to at-risk and low income children and youth in programs such as educational outreach programs, events and initiatives.</b>		
<b>Milestone 1: Increase, enhance, expand or develop programs to provide four of the 5 Promises.</b> <b>Indicator: How many programs are providing four of the five Promises?</b> Step 1: Step 2:		
Milestone 1 Summary of Activities/Progress/Accomplishments/Results:		<b>Milestone 1 Completed (date):</b>
<b>Milestone 2: Provide four of the five Promises to 25 new children and youth.</b> <b>Indicator: Number of new beneficiaries (children &amp; youth) receiving 4 or the 5 Promises?</b> Step 1: Step 2:		
Milestone 2 Summary of Activities/Progress/Accomplishments/Results:		<b>Milestone 2 Completed (date):</b>
<b>Milestone 3: Recruit 10 new community volunteers.</b> <b>Indicator: Number of community volunteers recruited?</b> <b>Indicator: How many hours of service are contributed by community volunteers?</b> Step 1: Step 2:		
Milestone 3 Summary of Activities/Progress/Accomplishments/Results:		<b>Milestone 1 Completed (date):</b>
<b>Goal Statement 2: VISTA members will increase funding through grants, cash and in-kind resources to move people out of poverty (insert County here) by supporting development and</b>		

**Pamela Dugan, State Director**

147 Possum Trot Lane Kearneysville, WV 25430

Phone (304)661-1460 Email: [pdugan@frontiernet.net](mailto:pdugan@frontiernet.net), [www.fivepromises.wv.gov](http://www.fivepromises.wv.gov)

<p><b>expansion of programs delivering the Five Promises to more at-risk and low-income children/youth.</b></p>	
<p><b>Milestone 1: VISTA members will develop \$1,000 of cash resources; grants, fundraisers, to sustain and develop programs.</b>  <b>Indicator: Dollar value of cash resource developed by member?</b>          Step 1:          Step 2:</p>	
<p>Milestone 1 Summary of Activities/Progress/Accomplishments/Results:</p>	<p><b>Milestone 1 Completed (date):</b></p>
<p><b>Milestone 2: VISTA members will develop \$1,000 of in-kind donations to sustain and develop programs.</b>  <b>Indicator: Dollar value of in-kind donations received</b>          Step 1:          Step 2:</p>	
<p>Milestone 2 Summary of Activities/Progress/Accomplishments/Results:</p>	<p><b>Milestone 2 Completed (date):</b></p>
<p><b>Milestone 3: VISTA members will track and report on the results of funds gained.</b>  <b>Indicator: Number of programs, events, items developed by funding resources?</b>          Step 1:          Step 2:</p>	
<p>Milestone 3: Summary of Activities/Progress/Accomplishments/Results:</p>	<p><b>Milestone 3 Completed (date):</b></p>