RARE AmeriCorps

Orientation 2017-2018
Year 24
National Service in the US
History

U.S. militia, 1600’s – 1900’s

CCC Camps - 1933

Great Depression – 1920’s-30’s

GI Bill - 1944
1961 – JFK est. Peace Corps
Retired and Senior Volunteer Program (RSVP) - 1960’s

Volunteers in Service to America (VISTA) - 1964

Youth Conservation Corps - 1970’s
History and Legislation

- **1970:** VISTA merges with PC and Sr. Corps

- **1990:** Pres. Bush signs the National Community Service Act of 1990 (Learn and Serve)

- **1993:** Pres. Clinton signs National Community Service Trust Act (AmeriCorps and Corporation for National and Community Service)
History and Legislation

- **1994**: 1st AmeriCorps - 20,000 people serving 1,000 communities

- **1999**: AmeriCorps has 150,000 members

- **2000**: Pres. Bush creates USA Freedom Corps, proposes 50% expansion of AmeriCorps
History and Legislation

- **2009: Edward M. Kennedy Serve America Act**
  - Creates new service Corps
  - Increases AmeriCorps Positions from 88,000 today to 250,000 in 2017
  - Increases Education Award (starting FY 2010-2011)
Streams of Service

- **AmeriCorps**
  - National Direct
    - Receive funding directly from CNCS
    - Programs in 2 or more states
  - VISTA
    - Serve to fight illiteracy, improve health services, create businesses, & increase housing opportunities
- **NCCC**
  - Full time residential program
AmeriCorps (page 1, Handbook)

- Started in 1994, with more than 80,000 members per year
- Three programs now:
  - Senior Corps
  - AmeriCorps
    - AmeriCorps State and National
  - Vista
  - NCCC
- AmeriCorps Affiliation
  - In Documents
  - On Website
  - Placard
  - Pin
Community Service Center (name change)
University of Oregon (page 4, Handbook)

- Initial program in 1974; assessment of impacts of Senate Bill 100
- Delivery Systems
  - On-Campus
    - Team Projects
    - Individual Students
    - Exit Projects
    - Economic Development Administration University Center (EDAUC)
  - Off-Campus
    - Resource Assistance for Rural Environments (RARE AmeriCorps)
    - Trainings
- Eight staff; 35 RARE AmeriCorps members; 40 on-campus students
- Breadth, Depth, Reach
A Strategy for Linking Service Learning and Oregon Communities

Establishing New Relationships to Solve Community Problems

- Students & Faculty
- Communities
- Government
- Professional Practice
- CSC

CSC
RARE AmeriCorps (Page 5, Handbook)

- Started in 1994
- Over 500 placements in past 23 years
- Categories
  - Community Planning
  - Economic and Community Development
  - Natural Resources Planning
  - Main Street/Downtown Development
  - Food Systems Planning
  - Tourism Development
  - Renewable Energy and Sustainability
RARE AmeriCorps: A Service-Learning Program

- Professional Development
- Formal Training
  - RARE Sponsored
  - Other Outside Training (E.g., OEDA, Main Street, AOC, LOC, Oregon APA)
  - Others Provided By Community
- Mentorship/Coaching
- Networking
- Your Role
Member Roles, Responsibilities and Benefits
General Conditions of Participation (page 6)

- Eligibility
- Background Checks
- Term of Service
  - Types of Hours
- Work Plan
- Professionalism
- Performance Evaluation
  - Daily
  - Weekly
  - Quarterly
Member Roles, Responsibilities and Benefits

Proscribed Conduct (Page 10)

- General Performance
- Illegal Activities
- Activities Prohibited While Serving
  - H.1, Providing Direct Benefit to Business
- 2.4 Fundraising (page12)
Member Roles, Responsibilities and Benefits
Sexual Harassment (page 13)

- RARE AmeriCorps has a no tolerance policy regarding sexual harassment
- Two Types
  - Quid Pro Quo
    - Term or condition of employment, academic advancement, etc.
    - Basis for decision regarding employment, academic advancement, etc.
  - Creates intimidating, hostile or offensive environment
- UO Resources
Member Roles, Responsibilities and Benefits
Drug and Alcohol Policy (Page 14)

- Drug Free Workplace
- Illegal Substances
  - Use, possession or sale of an illegal drug while a member
  - Cause for dismissal
- Alcoholic Beverages or Controlled Substances
  - Cannot be consumed while serving
  - Perception vs. reality
Member Roles, Responsibilities and Benefits
Release from Program (Page 15)

- For Cause
  - Convicted of a felony
  - Leaves without compelling circumstance
  - Engaged in proscribed conduct

- Compelling Circumstance
  - Prorated benefits
  - Suspension
Member Roles, Responsibilities and Benefits
Grievance Procedures (Page 17)

- Alternative Dispute Resolution
- Formal Complaint Process
- Binding Arbitration
Member Roles, Responsibilities and Benefits (page 19)

- Stipend (can waive)
- Health Care
- Child Care
- Workers’ Compensation
- Unemployment Insurance
- Educational Award
- Loan Forbearance
- Interest Payment
- College Cost Reduction and Access
- Holiday, Sick and Vacation Leave

- Family Medical Leave
- Jury Duty
- Armed Forces Reserves
- Impact of Benefits
- Voting
- Non Discrimination
- Civil Rights and Non Harassment
- Support Services
- Reasonable Accommodation
Member Roles, Responsibilities and Benefits
Reasonable Accommodation (Page 25)

- Logical adjustment to let a person with a disability serve
- Case by case and in consultation with member
- Can disclose at any time during service
- Confidentiality
- Different Types of Disabilities
  - Seen and Unseen
Supervision and Management (Page 31)

- Non-displacement
- Safety Procedures
- Contracts and Billing
- Equipment and Supplies
- Travel Expenses
  - What does RARE pay for?
  - What do communities pay for?
RARE Program Responsibilities (page 36)

- Safety Procedures
- Timekeeping
- Work Plan
- Resources
- Member Support
- Professional Development
  - One-on-One
  - Monthly Calls
  - Webinars, Training, etc.
- Networking