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Executive Summary

1. EXECUTIVE SUMMARY

Capital City Rebuilds AmeriCorps Program's mission is to revitalize communities, improve the quality of life, and increase the supply of low-income housing by providing construction services to the community. This program meets the following critical community needs:

- 1) To improve the quality and supply of housing for low-income families and to create homeownership opportunities for low-income families;
- 2) To provide training programs for low-income people that increase their employment opportunities, improve their life skills, and enhance their quality of life;
- 3) To restore severely deteriorating neighborhoods and abandoned housing in the City of Jackson to improve the quality of life for existing residents;
- 4) To instill in all members a spirit of service to the community; and
- 5) To prepare communities for emergency events.

The lead applicant and fiscal agent is the City of Jackson, Mississippi. Twenty (20) members will build 6 houses, rehabilitate 80 low-income housing units, and provide 31,320 hours of construction related services to the community. Members will receive 2680 hours of construction education, emergency response, and professional development workshops over the one year grant period.

High poverty, increasing unemployment, increasing drop-out rates, and high crime rates plague the City of Jackson. City Hall, citizens and community organizations are in a battle to reverse the decline of the City. The Capital City Rebuilds AmeriCorps Program continues to provide new hope for the rebirth of deteriorating neighborhoods.

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Rationale and Approach

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SUMMARY OF ACCOMPLISHMENTS

The Capital City Rebuilds AmeriCorps program had approximately 152 members to apply in efforts of becoming a Capital City Rebuilds AmeriCorps member. We serviced over 513 disadvantaged children and youth since the start of the Program. We have 56 members available for deployment in support of a local, state or other disaster. Capital City Rebuilds AmeriCorps members serviced approximately 228 clients receiving independent living services, and 20 children and youth up to age 25 who have one or both parents or legal guardians serving or having served a period of time in jail and/or prison.

On February 14, 2008, the Capital City Rebuilds AmeriCorps members also assisted KaBoom!, a non-profit organization, and funding partner Home Depot to help build a playground to the Walker Unit of the Boys and Girls Clubs of Central Mississippi. Capital City Rebuilds AmeriCorps members have annually participated in the Jackson Medical mall Foundation's annual "Raise the Roof" project which provides home repairs to six senior citizens who are unable to make the needed repairs themselves.

Capital City Rebuilds AmeriCorps had 8 members to complete/receive their GED. Capital City Rebuilds AmeriCorps members have performed over 54,500 hours of service Rehabilitating homes and assisted in the building of over 30 new homes that benefitted the citizens of Jackson and Hurricane Katrina victims on the Mississippi Gulf Coast.

Rationale and Approach

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PROGRAM DESIGN

A) Compelling Community Need:

-Housing and neighborhoods within the City of Jackson have experienced significant decline. Recent data indicate there are 12,300 vacant and abandoned housing units in the City of Jackson. There is a compelling community need to rehabilitate deteriorating housing stock and build new housing within the City of Jackson to make neighborhoods attractive for habitation and to create homeownership opportunities for low-income persons; there is also a compelling need to provide skilled assistance to community service providers to rehabilitate existing housing and other facilities.

-The City of Jackson has also been negatively impacted by the high rate of subprime mortgages. Hundreds of homes are now foreclosed and abandoned in once stable neighborhoods. The state of Mississippi has the highest rate of subprime loans in the nation. AmeriCorps members will assist non-profit organizations to repair and return to the market foreclosed properties in the City of Jackson.

-Poverty, low educational attainment, high unemployment, blighted and deteriorating neighborhoods, high crime and loss of hope plague the low-income neighborhoods of the City of Jackson. The Capital City Rebuilds AmeriCorps program has addressed many of these problems by providing construction skills education and creating the opportunity for low income individuals to obtain future employment, by providing a dedicated team of members who has and will continue to repair existing housing owned by the City of Jackson and to build new housing designed to create homeownership opportunities for low-income persons, and to instill a spirit and sense of community service within members and the multiple non-profit organizations who will benefit from the services of the members.

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-During the period of 1990 to 2006 the population of the city decreased from 196,637 in 1990 to 176,614 in 2006 (U.S. Census Bureau); out-migration has consisted predominantly of upper and middle income groups due the financial constraints to mobility for lower-income groups and the higher cost of housing in suburban areas surrounding the City. The percent of poverty in the City increased by 3% from 23.5% in 2000 to 26.1% in 2006. Over time, the population of Jackson has become increasingly poor with communities exhibiting many of the negative characteristics associated with poverty--deterioration of the housing stock, low education attainment, high unemployment, high levels of teenage pregnancy and high crime rates. Neighborhoods have transitioned from family homeownership to rental, with many abandoned housing units. Of the 77,061 residential housing units within the City of Jackson, 57.2% are owner occupied homes and 42.8% is rental occupied; the homeownership rate in Jackson is significantly lower than the Mississippi homeownership rate of 71.3 % (U.S. Census Bureau 2006).

-According to the U.S. Department of Housing and Urban Development, 46.4% of all renters 35.4% of all homeowners in Jackson experience housing problems; among black households approximately 51% of all renters and 42.8% of homeowners experience housing problems (HUD CHAS data 2000). Within the City of Jackson 19% of the population aged 25 or older have not graduated from High School (20,321 people) and 26.1% (27,922 people) of the population aged 25 or older have only a high school diploma (including equivalency) (Source; U.S. Census Bureau 2007). The State of Mississippi has the highest poverty rate (22.6%) in the nation; the poverty rate in Jackson is 28.1% higher than the state rate and showing no change from the poverty rate in 1969.

-Over time incomes in Jackson have gradually declined. In 1979, only 25% of the families in Jackson were in the National Lowest 20% of Low Income groups, in 1999 there were 34.5% of families in Jackson within this low income group. Over time, unemployment rates in the City of Jackson have increased from 3.4% in 1970, to 5.4% in 1980, 8.9% in 2007 (Source: U.S. Census Bureau).

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-The Capital City Rebuilds AmeriCorps Program will be housed at 200 South President Street on the Third Floor of the Warren G. Hood Building within the Office of Housing and Community Development. This office space will provide offices for the staff, classroom and meeting facility for the Capital City Rebuilds AmeriCorps Program. From the central facility, member teams will be deployed, under the supervision of the construction supervisor, to work on rehabilitation and new construction projects with the program's primary community partners--John M. Perkins Foundation, Habitat for Humanity, Jackson Medical Mall Foundation, Voice of Calvary Ministries (VOCM), and Jackson Housing Authority, Boys and Girls Club of Central Mississippi, Project LIFE, Young People in Action for Christ, Inc., (YPAC), and New Horizons Ministries.

B) Description of Activities and Member Roles

-Rebuilding Communities. The proposed activities address the need in the community to provide occupational skills training in construction and the need to rehabilitate deteriorating housing and build new housing to meet the housing needs of low income persons and to attract new residents into neighborhoods. Members will be recruited from low income targeted communities, through churches, community leaders, and community organizations. Program activities will consist of churches, community leaders, and community organizations. Program activities will consist of construction related training, on-site repair and weatherization of existing housing, the construction of new housing, and providing assistance to non-profit community service providers to repair and upgrade buildings and facilities used to provide services to the community. These activities may include providing repair and construction related services to non-profit providers of health or elderly care, or other organizations that provide a safety net of services to needy persons. Training activities will be conducted either at the central facility or on-site at rehabilitation or new construction projects. Training and on-site activities

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are designed to sequentially build the skills and competency of members to provide valuable construction and repair related services throughout the community and to enhance the employability skills of the members for life after AmeriCorps.

-Staffing and Program Design. The Capital City Rebuilds AmeriCorps Program is staffed by a part-time program director who is also the homeowner rehabilitation manager, a full-time fiscal officer, supervisor, and a full-time program coordinator.

-Homeland Security and Emergency Response. All members will be engaged in Community Emergency Response Training (CERT) which includes CPR, search and rescue, medical triage, and fire suppression. Members will assist the Jackson Housing Authority by providing inspections of elderly residents housing units to reduce fire and safety hazards and to conduct home safety evaluations. Elderly residents will be assisted in developing emergency evacuation plans. This activity is designed to improve the safety of neighborhoods, protect the lives of citizens and enhance their ability to respond to emergency events.

-Volunteer Recruitment. Members will identify, schedule, and coordinate four (4) neighborhood (non-construction related) service projects with community residents. These activities may include projects such as neighborhood cleanup activities neighborhood improvement projects, or neighborhood meetings designed to provide information or problem solving activities. These activities enhance each member's ability to plan and coordinate community volunteer projects and assist them to develop their skills to mobilize volunteers and to provide members with the skill to organize and manage community volunteer projects.

-Occupational Skills. Building occupational skills of members in construction related skills will create

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opportunities for low-income or currently unemployed persons to obtain employment in high paying, high demand construction jobs and to meet the significant demand that exists in the City of Jackson to repair housing that was abandoned due to subprime lending. Additionally, the kinesthetic or tactile "learning by doing" educational methods use by the program have been demonstrated to be a more efficacious learning approach for individuals from high risk educational backgrounds. As a result, this program provides an alternative route to learning and personal achievement for members who experience challenges to educational achievement in traditional "role" educational systems.

-Type of Slots. The program uses a team-based approach; it will engage 20 members in full-time (1700 hours) slots. All members will be paid a living stipend of \$11,800 plus full benefits and receive Education Awards. Compliance with 45 C.F.R. §2520.65 prohibited activities are clearly stated in each member's contract and restated in each member's handbook, reviewed and emphasized during member orientation, and verified by a form read and signed by each member. Prohibited activities will be clearly explained and clarified to each member. Explanations and examples of these activities are provided to members during orientation. Additionally, because members are normally supervised on-site and during community services activities, a project staff member will be present with members. The members will receive on-the-job experience and classroom training which will contribute to their development of valuable skills and knowledge about construction that can be used in the private sector. This program design will allow them to become productive citizens and improve the quality of life of the entire community.

Improved Service Delivery: The Capital City Rebuilds AmeriCorps Program supports the City of Jackson to improve the living conditions of its residents and as a byproduct instilling a sense of pride and community in low-income residential area by providing labor support to complete many home improvement projects initiated by other non-profit housing organizations. The AmeriCorps Program

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Coordinator partners with other non-profit housing organizations during their early planning stages to assist them in selecting feasible projects that the AmeriCorps members can provide the labor support to create manageable schedules for the recipients on the home improvement assistance. It also allows the City of Jackson to ensure that the residents of Jackson's low income neighborhood have a centralized agency to direct them to the appropriate agency to assist their home improvement needs. The AmeriCorps Program offers an objective and immediate avenue for the citizens of Jackson, Mississippi to assist them with home repair needs.

C) Measurable Outputs and Outcomes:

-The primary activity of the Capital City Rebuilds AmeriCorps members will be to provide service to the community by rehabilitating housing, building new housing for low-income persons, and repairing and improving the community. For this activity each of the members will provide 1,566 hours of service annually; for a total of 31,320 hours of service to the community annually.

-The Capital City Rebuilds AmeriCorps members will receive training in construction skills participate in workshops for personal development, community and civic responsibility, Homeland Security and CERT training programs; for these activities each of the members will participate in 134 hours of related training or workshops annually for a total of 2,680 hours annually.

-Members will provide construction related services to the community by working through its network of primary partners to identify non-profit community service providers who require repair or rehabilitation of existing facilities in order to expand the scope of services of non-profit organizations.

-Members will provide construction services to the community by partnering with Habitat for Humanity to build 6 new houses annually to create homeownership opportunities for low-income persons over the

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grant period. The appearance and quality of housing in targeted neighborhoods will be improved thereby strengthening communities.

-Members will provide services to the Jackson Housing Authority by rehabilitating sixty (60) low-income housing units over the grant period.

-Each member will receive 40 hours of CERT training and conduct community planning sessions that will result in the completion of family emergency plans and a database of at-risk residents living in the Jackson area resulting in safe community that is prepared for emergency events.

D) Plan for Self-Assessment and Improvement

-Performance benchmarks have been selected to be quantifiable, monitored, and evaluated. Members maintain daily timesheets which are verified by the Program Coordinator, tallied weekly, documented, and reported monthly. Monthly reports will enable staff in the early detection of members that may be falling short of meeting construction and service hours, and provides the ability for early intervention to assist members to meet their service goals. The Program Director, Program Coordinator and Construction Supervisor are required to observe member's performance, to provide advice and guidance to members, and to continuously observe where areas exist that may require modification or improvements to elements of the program. The Fiscal Officer prepares all required reports to the MCVS.

-The program uses a biannual member performance evaluation process that includes goal setting, positive reinforcement, and integrates feedback from each member into the process. The purpose of this process is to motivate continuous improvement and to provide clearly defined performance objectives.

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-The program uses a group dynamics approach to enable the project team to define clarify, and pursue a common purpose and a participative management process whereby members play a direct role in setting goals, solving problems, making decisions, and recommending changes to assure continuous improvement. Bi-annual member performance evaluations are augmented with quarterly member surveys, surveys of internal project staff, and surveys and interviews with community partners. These survey instruments measure 1) organizational/supervisory feedback; 2) co-worker feedback; and 3) self/task feedback. These surveys are designed to provide early and frequent feedback to assure continuous improvement.

-The program's primary objective is to rehabilitate housing and build new housing to meet the needs of low income families within the community. Actual counts, verification of completed units by community partners, and photographic documentation of these activities will be maintained and submitted with annual reports.

-The Mississippi Commission for Volunteer Service (MCVS) and staff members will be closely integrated into the project activities and relied upon to provide recommendations and technical assistance to assure that any problems or difficulties experienced are fully addressed. MCVS' experience and knowledge of best practices will be sought to provide recommendations to the staff for improving the program.

E) Community Involvement

-Meetings and discussions have been held with the primary partners of the project: new Horizons Ministries, Jackson Housing Authority, Habitat for Humanity, Jackson Medical Mall Foundation, Boys and Girls Clubs of Central Mississippi, Young People in Action for Christ, Inc., Voice of Calvary Ministries and West Jackson Community Development Corporation, to plan project activities and

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determine a strategy for integrating the Capital City Rebuilds AmeriCorps program with each partner's new home building and planned housing rehabilitation activities. The Capital City Rebuilds AmeriCorps program is closely aligned with the strategic objectives of all partners and strongly supported by elected leaders, community non-profit and faith-based organizations. The Capital City Rebuilds AmeriCorps program is al strongly supported by each of these entities as a necessary component for meeting each organization's strategic objectives. The partners have established an advisory committee, consisting of one member from each partner's organization to meet quarterly to evaluate the program and coordinate activities. Shorter term planning scheduling activities will be coordinated through the program Coordinator and Construction Supervisor in direct communication with the Advisory Board member of each Community Partner. The program Coordinator is responsible for coordinating activities with on-site managers, contractors, or supervisors provided by each project partner (i.e. The John M. Perkins Foundation, habitat for Humanity, Jackson medical Mall Foundation). The AmeriCorps program Director is the responsible party for all services and activities of the members. In this role the AmeriCorps Program Coordinator and Construction Supervisor are directly responsible for managing, coordinating, training and directing the activities of the members. The Fiscal Officer is responsible for providing all required reports to the MCVS.

-The role of the partners is to identify on-site projects, provide funding for building lots, construction materials, and to coordinate scheduling of volunteer construction services to be provided by the AmeriCorps members with the Program Coordinator. All community partners are non-profits actively engaged in building or rehabilitating low-income housing for low-income families.

F) Relationship to other NCSC Programs:

-The Jackson Program is well positioned to significantly increase public awareness of the Capital City Rebuilds AmeriCorps Program and due to its location the heart of Mississippi's Capital City to serve as a

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program demonstration site for visitors. The Voice of Calvary Ministries has a Learn & Serve Program, America Reads-Mississippi is located at the Jackson State University Campus, and the LIFE/Project LINC, are all located in Jackson. The Capital City Rebuilds AmeriCorps program will collaborate with these programs, to plan and conduct activities related to national Service Day, Martin Luther King Projects, and other unified community service projects.

G) Potential for Replication:

-The Capital City Rebuilds AmeriCorps Program can be replicated and expanded to serve the needs of Mississippi's Rebuilding efforts. As Mississippi continues to recover from natural disasters, subprime lending, and poor housing, the demand remains overwhelming for construction activities--the attention of for-profit residential contractors will be focused on rebuilding middle and upper income housing, because this is where the profits will be in the industry. Historically, Mississippi has neglected the deep need to build high quality, energy efficient housing for low income person--this will be increasingly true as resource constraints and profit motives direct focus away from low income housing.

The program meets a deep systemic need to provide occupational training to low income persons in Mississippi. Existing construction related training programs are only offered in community college settings or in high school vocational programs. Existing research has found that many low income persons or those from poverty backgrounds experience education challenges when placed in typical academic learning environments because these individuals are kinesthetic or tactile learners, they learn by touching and doing. As a result, these individuals fail in typical structured, academic learning environments

The Capital City Rebuilds AmeriCorps Program provides learning and training methods, personal development and leadership opportunities, plus an environment that provides deep satisfaction and

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personal achievement motivational mechanisms that result in success for the individual member. No other similar opportunity exists outside of the Capital City Rebuilds AmeriCorps Program for members to provide an important and deeply needed service to their community, acquire occupational skills, and fully recognize their self-worth within a supportive environment.

This program represents real hope for the communities it serves as members improve the quality of neighborhoods, assist in the creation of homeownership opportunities for low income families who will never have that opportunity without the help of this program, provide services to non --profit community organizations that cannot afford to improve or expand their facilities to meet the demand for their services, and provides a real opportunity for members to acquire occupational skills that can transition them into higher paying jobs in the construction industry.

Organizational Capability

Organization Background

A. ORGANIZATION CAPACITY:

Organizational Structure:

The primary contact for this AmeriCorps application is Ivory Williams, Assistant Chief Administrative Officer, External Funding. The secondary contact for this application is Keyshia Sanders, Program Manager. The City of Jackson is the lead applicant and fiscal agent for the grant. The Capital City Rebuilds AmeriCorps program is a collaborative effort between the City of Jackson and the various city departments. As the lead applicant and fiscal agent, the City of Jackson will assume responsibility for financial management, reporting, regulatory compliance and primary management of the project. The City of Jackson has administered the current Capital City Rebuilds AmeriCorps Program for four years.

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The Department of Human and Cultural Services (H&C) will provide day-to-day management and oversight. H&C was created in 1999 to manage the City's Community Centers, Early Childhood Development Centers, Senior Centers, senior transportation, and other community initiatives and to promote strong stable communities through the use of Cultural activities. H&C manages approximately nine million dollars (\$9,000,000) in federal and local funds.

The H&C has administered a number of service based programs over the past thirty years. The Senior Aides Program, VISTA Employment Program, Senior Chores Program, and Transitional Jobs Program are currently administered by the City. Over \$6 million of the total Department budget of \$9 million dollars is from federal sources. The City is requesting \$260,000 from CNCS/MCVS for this project. The City will provide a match of \$115,152 or 31% for this project.

The City of Jackson is managed by an elected mayor and seven council members. In 2009, voters elected Harvey Johnson, Jr. Mayor who is responsible for the Executive Branch; The Legislative Branch is made up of Council members Jeff Weill, Ward 1; Chokwe Lumumba, Ward 2; Kenneth I. Stokes, Ward 3; Frank Bluntson, Ward 4; Charles Tillman, Ward 5, Tony Yarber, Ward 6; Margaret Barrett Simon, Ward 7. The Mayor and the Council Members who have policy making and administrative authority serve four year terms. The Mayor appoints, and the City Council approves, the Chief Administrative Officer, City Attorney, and eight department heads. The H&C Director is appointed by the Mayor and approved by the Council.

Capital City Rebuilds has a very positive relationship with several of the CNCS/MVCS funded programs in the State. The recent "Make a Difference Day" activities were an example of the collaborative relationship to other programs. Thirteen CNCS funded programs provided a day of service at the

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Jackson Zoo in a successful effort to restore Livingston Park.

The program design can be replicated by other communities in Mississippi and the United States. The issue of healthy eating has great potential for replication. The City is planning to expand the community garden programs to neighborhood associations and community centers throughout the city next year. More education programs promoting healthy eating are being planned for the city's senior centers.

A.1 CURRENT GRANTEE

The City of Jackson has administered an AmeriCorps program for the last four years. CNCS currently provides 69% of the total funding for the current program. The current AmeriCorps program is integrated into the service delivery system of the city.

Many of the organizations that the AmeriCorps members are assigned to are funded by the city to provide other services. Within the city, several staff members in Family and Youth Services Division provide administrative and programmatic support to the AmeriCorps program.

B.1 STAFFING

The Capital City Rebuilds AmeriCorps Program will be staffed by a full time Program Manager for the AmeriCorps Program with 100% of his/her time will be designated toward this project; and a Fiscal Officer with 50% of his/her time designated toward this project. The Job Developer will assist members with securing employment after completing one year of service. The additional City of Jackson staff that will be available to provide programmatic and fiscal support to the AmeriCorps Program will be funded by the City of Jackson general fund.

TRAINING AND TECHNICAL ASSISTANCE:

The Capital City Rebuilds AmeriCorps Program Manager will be in close contact with all non-profit

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partners to plan and coordinate activities at each service site. At least three hours of training by the Program Manager will be provided to each Site Manager prior to the assignment of members.

PLAN FOR SELF-ASSESSMENT OR IMPROVEMENT:

Each City department participates in a quarterly evaluation process to identify obstacles to performance, set goals for achievement, and evaluates outcomes. Evaluations are conducted to: determine strengths and weakness within departmental areas; and identify areas requiring performance improvement. In addition to the human resources best management practices described in prior paragraphs, to include quarterly surveys, a individual-based program approach, and constant daily interaction with and oversight of members by the Program Manager. A professional program evaluator will be contracted to provide project evaluations for the Capital City Rebuilds AmeriCorps. This includes administering and evaluating quarterly surveys, design and oversight of Member evaluations, and an annual evaluation report. The project partners will work closely with the Mississippi Commission for Volunteer Service to seek advice and assistance in project improvement.

C. SPECIAL CIRCUMSTANCES:

The state of Mississippi has the lowest per capita income in the United States and the highest poverty rate. Prior to the devastating impact of Hurricane Katrina, the state experienced serious budgetary resource constraints, had lost over 75,000 jobs due to mass layoffs at manufacturing plants, and was severely economically depressed. Mississippi exhibits a bifurcated income, with a large population of persons living in poverty and small select wealthy elite. A long history of racial segregation has created systemic social and economic distortions within the state of Mississippi. Unfortunately, these historic impacts are still experienced today. Race and income related out-migration from population centers,

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resulting racial isolation within the communities impacted by this out-migration, under-funded public schools, and large percentages of children from high-risk backgrounds (single-parent and teenage mothers, and poverty) are concentrated within public schools. As a result, persons of African-American descent are more inequitably impacted by poverty, unemployment, low-educational attainment and the difficulty of breaking this cycle is a significant challenge.

Cost Effectiveness

Corporations Cost per Member Service Year/MSY is \$13,000.

Diverse Non-Federal Support: The Grantee is providing a cash match of \$115,979. Several Community Partners are providing in-kind services that include construction materials, training, (i.e. Sherwin Williams Painting Classes) and non-profit housing developers who provide funding for housing sites, construction material, and the cost of the housing developers who provide funding for housing sites, construction material, and the cost of the housing. These costs are not included in the budget as a match.

Decreased Reliance on Federal Support: The City of Jackson is demonstrating its commitment to the Capital City Rebuilds AmeriCorps program by providing matching funds, office space for staff, and professional supervision for members. The increased involvement of community partners and the increase in the number of partners without an impact on the budget is a clear indication of the broader impact in the community.

Budget Adequacy:

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The budget provides adequate funding for a qualified program manager to assure that members are never unsupervised during on-site activities and to assure that there are sufficient personnel to adequately plan, schedule, and oversee the program activities. Cost incurred for this program that are not covered by Corporation funding are \$115,320 in match funds provided by the grantee, the required 30% of operational costs as stated in NCS document OMB Control #3045-0047.

Organization Capability

D. ORGANIZATION CAPACITY

Sound Organizational Structure

a) Ability to Provide Sound Programmatic and Fiscal Oversight. The City of Jackson is the lead applicant and fiscal agent for the grant. The Capital City Rebuilds AmeriCorps program is a collaborative effort between the City of Jackson, Voice of Calvary Ministries, and Habitat for Humanity, Jackson Housing Authority, Jackson Medical Mall Foundation, Boys and Girls Club of Central Mississippi, Project LIFE and Young People in Action for Christ, Inc. These organizations bring to these effort years of experience working with communities and residents in the city of Jackson to rebuild Jackson's neighborhoods.

The ability to operate and oversee the program is strengthened by the capacity of each of the five

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organizations. As the lead applicant and fiscal agent, the City of Jackson will assume responsibility for financial management, reporting, regulatory compliance and primary management of the project. The Office of Housing and Community Development (OHCD) was created in 1999 to oversee the City's neighborhood initiatives and to promote strong stable communities through the use of Community Development Block Grant (CDBG), Home Investment Partnership Funds (HOME) < Emergency Shelter Grant (ESG), and other financial program. OHCD manages approximately five million dollars (\$5,000,000) in federal and local funds. The OHCD is instrumental in the facilitation and implementation of the City's housing initiatives dedicated to increasing the City's supply of decent and affordable housing. The OHCD develops and implements the City's strategy for housing community development in conjunction with the other offices within the Planning and Development Department. The office of OHCD coordinates the management of the Department of Housing and Urban Development (HUD) funded programs administered by the City and private non-profit entities. In addition, the office of OHCD utilizes federal dollars to encourage private investment and development in target areas.

Within the OHCD, the Community Development Division provides leadership in stabilizing, preserving, revitalizing and improving Jackson's low and moderate income neighborhoods. By expanding the supply of safe, quality affordable housing, improving the infrastructure within neighborhoods; providing financing inducements to encourage housing development, and providing social and other supportive services necessary to help develop viable neighborhoods, the community Development Division improves the quality of life in Jackson neighborhoods. The Development Assistance Division improves the quality of life in Jackson neighborhoods. The Development Assistance Division plans and administers various neighborhood projects in coordination with other City Departments and nonprofit agencies which compliment and support the policies of the City of Jackson, while providing services for primarily low and moderate income persons in accordance with the program rules and regulations of the

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United States Department of Housing and Urban Development (HUD).

The Neighborhood Enhancement Division monitors the compliance of the City's sub-grantees in their use of CDBG, ESG, HOME funds; collects loan payments generated through prior housing loan programs, and provider's technical assistance to faith-based organizations and homeless providers in an effort to promote social and community development.

Second, Voice of Calvary Ministries (VOCM) will participate as site provider for rehabilitation and new home construction. Voice of Calvary Ministries was incorporated in April, 1975 as a religious, charitable, educational improvement corporation. Since it's found, VOCM has focused on four main program areas; affordable housing, affordable health care, youth leadership development and volunteer services. During its 30 year history of community development, VOCM has accomplished the following:

- * Opened a faith-based family health center in Hinds County in 1981, which continues to serve 4500 patients annually.
- * Rehabbed over 270 homes, most of which were sold to low income homeowners.
- * Pioneered homebuyer education training in Jackson, developing a format being used by other homeownership training groups today. The effectiveness of our training is demonstrated by having had only one default among our homeowners.
- * Utilized over 25,000 volunteers.
- * Began a home repair program for elderly and disabled homeowners.
- * Began the first faith-based After School Program. Currently, this program operates at three sites, serving approximately 100 youth.
- * Began first faith-based Summer Enrichment Program, which serves 125 children and youth.
- * Opened Philippi House for ex-offenders, which is currently being operated in conjunction with

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Gateway Rescue Mission.

* Renovated an abandoned church building in their target area, the former Capital Street United Methodist Church. It is being used as a multi-purpose facility consisting of a worship site, offices, a GED program, and an inner city school for the arts and houses the Jackson State University's Community Development Center.

Third, the Jackson Housing Authority will provide a work site for participants to assist in the rehabilitation of public housing units for low income families. The Authority was chartered in 1969 as a public corporation under the laws of the State of Mississippi for the purpose of providing safe and sanitary dwelling accommodations for the residents of Jackson, Mississippi. A five member Board of Commissioners governs the Authority, members are appointed by the Mayor of Jackson, Mississippi to serve a four year staggered term. During fiscal year ending June 30, 2007, the Housing Authority administered the following programs: conventional Public Housing; Capital Funds Program: Homeownership; Section 8 New Construction; and the Section 8 Housing Choice Voucher Programs, ROSS Homeownership Supportive Services Grant, ROSS Network Neighborhood Grant, and a HOPE Demolition Grant.

Fourth, the Jackson Medical Mall Foundation will provide a site for on the job training in new home construction and multifamily rehabilitation. The Jackson Medical Mall Foundation was established in 1995 under the leadership of Dr. Aaron Shirley. Dr. Shirley is recognized on the national level as an advocate for poor children in Mississippi and has provided health care to low income Mississippians for over 30 years. Dr. Shirley envisioned the Mall as a community based, public private partnership focused on providing quality health services. The Mission of the Jackson Medical Mall Foundation is to foster a holistic approach to health care for the underserved and to promote economic and community development that will create a community in which all residents have access to safe and quality housing

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regardless of their household income. The Foundation Board of Directors is made up of leaders from the University of Mississippi Medical Center (UMC), Tougaloo College, and Jackson State University. Today, the Jackson Medical Mall continues to surpass expectations as the only facility of its kind in the nation that provides quality healthcare, human services and retail -- an economic development component, to the community. The Mall has made significant progress in several major areas: healthcare, public safety, education, and community events. With these components soundly in place, our focus now is to develop the community that comprises the Jackson Medical Mall District. We envision a well-planned, high quality community, integrating health care, community development, and economic development with a stable, desirable residential neighborhood.

b) Board of Directors, Administrators and Staff: The City of Jackson is run by an elected mayor and seven council members. In 2009, voters elected Harvey Johnson, Jr., Mayor; Council members Jeff Weill, Ward 1; Chokwe Lumumba, Ward 2; Kenneth I. Stokes, Ward 3; Frank Bluntson, Ward 4; Charles Tillman, Ward 5, Tony Yarber, Ward 6; Margaret Barrett Simon, Ward 7. The Mayor and the Council Members who have policy making and administrative authority serve four year terms. The Mayor appoints, and the City Council approves, the Chief Administrative Officer, City Attorney, and eight department heads. Within the City of Jackson, the Deputy Director for the Office of Housing and Community Development will structure and assign staff responsibilities related to the grant, the Program Director is responsible for the day-to-day responsibility of grant oversight. The Director of Housing reports to the Planning Director who in turn reports to the Mayor and City Council. The Program Coordinator will be responsible for working with all primary Community Partners and with the Office of Housing and community Development to plan, schedule, and provide daily management for the program including direct supervision of all member activities. The Program Director will report directly to Louis Armstrong, OHCD Deputy Director. The City's financial stability and their ability to administer grant funds are evidenced by their audit report. The staff of the Department of Administration, and

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specifically, the Finance Division has years of experience in the fiscal administration of grant funds. The Government Finance Officers Association of the United States and Canada (GFOA) awarded a Certificate of Achievement for Excellence in financial reporting to the City of Jackson, for its comprehensive annual financial report for the fiscal year ended September 30, 2007. This was the twenty-fifth consecutive year that the City of Jackson has received this prestigious award.

PLAN FOR SELF-ASSESSMENT OR IMPROVEMENT

Each City department participates in a quarterly evaluation process to identify obstacles to performance, set goals for achievement, and evaluates outcomes. Evaluations are conducted to: determine strengths and weakness within departmental areas; and identify areas requiring performance improvement. In addition to the human resources best management practices described in prior paragraphs, to include quarterly surveys, a team-based program approach, and constant daily interaction with and oversight of members by the program coordinator. A professional program evaluator will be employed to provide project evaluations for the Capital City Rebuilds AmeriCorps. This includes administering and evaluating quarterly surveys, design and oversight of Member evaluations, and an annual evaluation report. The project partners will work closely with the Mississippi Commission for volunteer Service to seek advice and assistance in project improvement.

PLAN FOR EFFECTIVE TECHNICAL ASSISTANCE

The OHCD currently provides oversight and technical assistance to over twenty-five sub-grantees. The City of Jackson has staff that can provide financial and programmatic orientation, training, and technical assistance as well as access to other technical assistance providers that can be made available for the program. In addition, Betty Fletcher of Fletcher and Associates has agreed to provide technical

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assistance, evaluation, and support to the program.

-The City of Jackson and OHCD has the capacity through budget allocations and multiple sources or revenues combined with a strong, deep network of partnerships with numerous community organizations to provide financial and programmatic technical assistance to the Capital City Rebuilds AmeriCorps, Primary Community Partners have been selected based upon the demonstrated track record of accomplishment in securing resources and competency in administering programmatic community based programs.

-The Capital City Rebuilds AmeriCorps Program Coordinator will be in close (almost daily contact) with all community partners to plan and coordinate activities on service sites. The program coordinator and construction supervisor are present on-site during construction related activities to identify and respond to the needs of both members and service site personnel of participating community partners and to identify any training or technical assistance needs of the program. The Community Advisory Board consisting of the primary partners meets quarterly to discuss and review any programmatic needs.

-Sound Record of Accomplishments as An Organization: Volunteer Generation and Support the City of Jackson works with groups of citizen volunteers on various city committees and neighborhood associations. OHCD recruits university students as volunteers in the department to assist with neighborhood organization land planning. Together the OHCD, Jackson Medical Mall Foundation, Habitat for Humanity, John M. Perkins Foundation, and voice of Calvary Ministries, Boys and Girls Club of Central Mississippi, Young People in Action for Christ, Inc., and Project LIFE recruit and manage in excess of 4,000 volunteers annually.

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ORGANIZATION AND COMMUNITY LEADERSHIP

OHCD staff participates on boards of housing organizations throughout the City. In January of 2002, the Mayor organized an Internal Task Force on Homelessness that brought over twenty organizations that provide services to the homeless in Jackson. OHCD was instrumental in organizing the city-wide homelessness task force and assessing the need for a seamless service delivery system. The OHCD has also received numerous awards from Fannie Mae and Freddie Mac for their down payment assistance program.

The OHCD and Capital City Rebuilds AmeriCorps Program received the Community Partner of Year Award from the Jackson Medical Mall Foundation in 2008. This award is presented to the non-profit organization that makes the largest contribution to the community. AmeriCorps participation in the Foundation's annual "Raise the Roof Project which provides home repairs to six senior citizens who are unable to make the needed repair themselves.

Success in securing community support that recurs, expands in scope, increases in amount, and is more diverse: a) OHCD has established ongoing collaborations with federal and state housing organizations, for profit and nonprofit housing developers and builders, faith-based developers and various organizations that provide services in our local communities. Our collaboration with Community Housing Development Organizations has steadily increased along with the support they have generated in their neighborhoods for our programs. The relationship between OHCD and its Primary Community Partners: Habitat for Humanity, Voice of Calvary Ministries, Jackson Housing Authority, and the Jackson Medical Mall Foundation has resulted in continuous outreach through the low income Jackson community, with rehabilitation and the new construction homes to create homeownership opportunities for low income families, and delivery of educational, training, and health care service

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programmatic activities to over 20,000 low income residents of the Jackson community. The partners continuously work together to increase funding and human resource capacity to improve the quality and scope of services to the community.

b) Local Financial and In-kind Contributions. OHCD has expanded the amount of financial support it is able to provide its community partners through the aggressive pursuit of funding to increase the ability of non-profit organizations to increase the scope of services they provide. Since fiscal year 2005, this amount increased to 7.5 million in federal and local funds.

c) As a governmental non-profit entity OHCD, is responsible to all 176,614 citizens of Jackson, business organizations, non-profit entities, public educational institutions, and persons who are employed within the City of Jackson, but may not reside within in municipality. The effectiveness and efficacy of programs, budget expenditures, and the demonstrable positive impact of programs undertaken by OHCD determine the confidence and level of participation by community stakeholders.

The impressive list of participating community stakeholders that will be tangentially engaged in support of the Capital City Rebuilds AmeriCorps Program include: Tougaloo College, Jackson State University, Mississippi State University, University of Mississippi Medical Center, ALLTEL, Arts Alliance of Jackson and Hinds County; Clarion Ledger; Campus Advantage; The Palisades; Boyles, Moak & Marchetti Insurance, Inc., Wachovia Bank; Educational Development Company; Richard Schwartz & Associates, P.A..

d) Special Circumstances: The state of Mississippi has the lowest per capita income in the United States and the highest poverty rate. Prior to the devastating impact of Hurricane Katrina, the state experienced serious budgetary resource constraints, had lost over 75,000 jobs due to mass layoffs at manufacturing

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plants, and was severely economically depressed. Mississippi exhibits a bifurcated income, with a large population of persons living in poverty and small select wealthy elite. A long history of racial segregation has created systemic social and economic distortions within the state of Mississippi. Unfortunately, these historic impacts are still experienced today. Race and income related out-migration from population centers, resulting racial isolation within the communities impacted by this out-migration, under-funded public schools, and large percentages of children from high-risk backgrounds (single-parent and teenage mothers, poverty) are concentrated within public schools. As a result, persons of African-American descent are more inequitably impacted by poverty, unemployment, low-educational attainment and the difficulty of breaking this cycle is a significant challenge.

-Success in Securing Match Resources. The City of Jackson has committed the required matching funds to the Capital City Rebuilds AmeriCorps Program. This source of funding is from the City of Jackson's Community Development Block Grant (CDGB).

Cost Effectiveness and Budget Adequacy

Cost Effectiveness and Budget Adequacy

Corporations Cost per Member Service Year/MSY is \$13,300.

Diverse Non-Federal Support. The Grantee is providing a cash match of \$121,483. Several other community partners are providing in-kind services. These sources include in-kind services from the non-profit agencies and stakeholders that the AmeriCorps members are currently serving in the will receive additional training and supportive services that will enhance the AmeriCorps capacity to become self-sufficient after completing their year of service. The estimated value of this match is \$7,000 per housing unit or approximately \$21,000 in-kind but not included in the project budget. Several Community Partners are providing in-kind services that include construction materials, training, (i.e. Sherwin Williams Painting Classes) and non-profit housing developers who provide funding for housing

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sites, construction material, and the cost of the housing developers who provide funding for housing sites, construction material, and the cost of the housing. These costs are not included in the budget as a match.

-Decreased Reliance on Federal Support. The City of Jackson is increasing its contribution to the Capital City Rebuilds AmeriCorps program by providing an increase in matching funds, additional space for staff and members. The increased involvement of community partners and the increase in the number of partners without an impact on the budget is a clear indication of the broader impact in the community.

-Budget Adequacy. The budget provides adequate funding to assure a qualified construction supervisor to assure that members are never unsupervised during on --site construction activities and to assure that there are sufficient personnel to adequately plan, schedule, and oversee the program activities. Cost incurred for this program that are not covered by Corporation funding are \$121,483 the match provided by the grantee. For Section I of the budget, the grantee is providing a 69% match and for Section II of the budget, the grantee is providing 31% match. For Sections I and III of the budget, the grantee is providing a 69% match which exceeds the required 31% of operational costs as stated in NCS document OMB Control #3045-0047.

Evaluation Summary or Plan

Evaluation Summary or Plan

The City of Jackson is in the process of selecting an evaluator for the Capital City Rebuilds Program 2009-2010. The evaluation will be submitted upon completion.

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The City of Jackson is in the process of selecting the Evaluator for the Capital City Rebuilds AmeriCorps Program 2009 -2010. The evaluation for the 3 year period 2006 - 2009 has been sent CNCS.

Amendment Justification

n/a

Clarification Summary

2011-2012 CLARIFICATION SUMMARY

Childhood Obesity, low educational scores, and high school drop rates are the areas AmeriCorps members address within the target community.

Due to various health disparities that affect the communities in which we serve, lack of resources and nutritional education, and Mississippi being documented as the most obese State in the Union, the primary priority area of services to be provided is to enhance the quality of life for the citizens of Jackson by providing opportunities for citizens to make healthy food and life choices.

The problem identified by health initiatives that have been launched by Federal, State, and City entities will be addressed by providing nutritional education, healthy affordable food resources in low income communities, and implementing healthy lunch and snack choices in the schools.

Number of seniors in the United States facing the risk of hunger: 6 million-plus (one in nine seniors).

Percentage of residents ages 60-90 risk of going hungry in Mississippi: 12.3 (approximately 60,000 people).

Mississippi national ranking, by percentage, in food insecurity for seniors: No. 1

Region where seniors are at greatest risk: the South

(Sources: U.S. Department of Agriculture; Meals On Wheels Association America study, "Senior Hunger in the United States: Differences Across States and Rural and Urban Areas" November 2009)

Adult obesity rates increased in 23 states and did not decrease in a single state in the past year, according to F as in Fat: How Obesity Policies Are Failing in America 2009, a report released by the

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Trust for America's Health (TFAH) and the Robert Wood Johnson Foundation (RWJF). In addition, the percentages of obese or overweight children are at or above 30 percent in 30 states.

Mississippi had the highest rate of adult obesity at 32.5 percent, making it the fifth year in a row that the state topped the list. Four states now have rates above 30 percent, including Mississippi, Alabama (31.2 percent), West Virginia (31.1 percent), and Tennessee (30.2 percent). Eight of the 10 states with the highest percentage of obese adults are in the South. Childhood obesity rates have more than tripled since 1980.

Adult obesity rates now exceed 25 percent in 31 states and exceed 20 percent in 49 states and Washington, D.C. Two-thirds of American adults are either obese or overweight. In 1991, no state had an obesity rate above 20 percent. In 1980, the national average for adult obesity was 15 percent. Sixteen states experienced an increase for the second year in a row, and 11 states experienced an increase for the third straight year.

Mississippi also had the highest rate of obese and overweight children (ages 10 to 17) at 44.4 percent. Minnesota and Utah had the lowest rate at 23.1 percent.

The F as in Fat report contains rankings of state obesity rates and a review of federal and state government policies aimed at reducing or preventing obesity. Some additional key findings from F as in Fat 2009 include:

*The current economic crisis could exacerbate the obesity epidemic. Food prices, particularly for more nutritious foods, are expected to rise, making it more difficult for families to eat healthy foods. At the same time, safety-net programs and services are becoming increasingly overextended as the numbers of unemployed, uninsured and underinsured continue to grow. In addition, due to the strain of the recession, rates of depression, anxiety and stress, which are linked to obesity for many individuals, also are increasing.

*Nineteen states now have nutritional standards for school lunches, breakfasts and snacks that are stricter than current USDA requirements. Five years ago, only four states had legislation requiring

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stricter standards.

*Twenty-seven states have nutritional standards for competitive foods sold a la carte, in vending machines, in school stores or in school bake sales. Five years ago, only six states had nutritional standards for competitive foods.

*Twenty states have passed requirements for body mass index (BMI) screenings of children and adolescents or have passed legislation requiring other forms of weight-related assessments in schools. Five years ago, only four states had passed screening requirements.

*A recent analysis commissioned by TFAH found that the Baby Boomer generation has a higher rate of obesity compared with previous generations. As the Baby Boomer generation ages, obesity-related costs to Medicare and Medicaid are likely to grow significantly because of the large number of people in this population and its high rate of obesity. And, as Baby Boomers become Medicare-eligible, the percentage of obese adults age 65 and older could increase significantly. Estimates of the increase in percentage of obese adults range from 5.2 percent in New York to 16.3 percent in Alabama.

(HealthyAmericans.org)

The target communities selected are school aged children Pre-K-6th grade and senior citizens that are on fixed income and lack financial resources and nutritional knowledge to access healthy food.

DESCRIPTION OF MEMBER ROLES AND RESPONSIBILITIES

AmeriCorps members will be utilized to solve the identified problem:

*AC members will work with community non-profit agencies to create community gardens in low income and blighted communities.

*AC Members will work to implement the City of Jackson Mayor's Urban Garden Initiative

*AC members will conduct workshops in schools and communities to encourage healthy life changes through healthy and nutritious food choices.

*AC members will implement healthy living and choices activities for the beneficiaries.

*AC members will develop volunteer opportunities for the individuals to be involved in during all

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national days of service.

*AC members will create and implement programs about nutrition and healthy food choices through educational and hands on activities.

*AC members will create activities and provide services that will decrease middle school drop-out rates through academic enhancement activities.

*AC members will create and facilitate programs that will increase parental involvement.

*AC members will develop volunteer opportunities for parents and youth involved at partnering schools that the agencies are currently providing services during all national days of service. During the hours of the day that AC members are not serving the youth during after-school programming, the members will be meeting with community members to discuss potential projects as well as planning and creating workshops for communities that agencies are serving to build capacity.

2010-2011 CLARIFICATION

Capital City Rebuilds is proposing to change the national priority to Economic Opportunity Priority Area. AmeriCorps Members will be from low-income families whose income is 80% or less of the Area Median Income. Members will be assigned to various non-profit agencies in the City of Jackson. These non-profit agencies will provide direct supervision. However, City of Jackson/ AmeriCorps staff will be required to visit each site at least three times per week.

The City of Jackson Capital City Rebuilds Program is requesting a change to the approved continuation of service due to the fact that the match dollars that Capital City Rebuilds receives from CDBG (Community Development Block Grant) are ineligible to use within city departments. Capital City Rebuilds is proposing a change in the scope of service to partner with non-profit agencies/organizations throughout the city of Jackson to enhance their service areas and have a significant impact in the communities that they are currently serving.

The agencies that Capital City Rebuilds is partnering with:

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Mississippi Food Network, Stewpot, and Jackson Roadmap to Health Equity Program, and Community Outreach for Health Awareness (COHA) 8 AC members will be assigned to these agencies.

Operation Shoestring, Hinds County Human Resource Agency, YMCA, Midtown Partners, Inc (formally known as North Midtown Community Development Center), Bethlehem Center and Jamboree Child Development Center, 12 AC members will be assigned to these agencies.

The Capital City Rebuilds AmeriCorps Program will be housed at 350 West Woodrow Wilson at the Jackson Medical Mall in the Division of Family and Youth Services within the Department of Human and Cultural Services. This office space will provide the staff with a meeting facility for the Capital City Rebuilds AmeriCorps Program. The Capital City Rebuilds AmeriCorps Program will be staffed by a full time Program Manager with 100% of her time designated toward this project; and a Fiscal Officer with 50% of her time designated toward this project. The Division Manager and Job Developer who are City of Jackson employees will assist members with securing employment after completing one year of service. The additional City of Jackson staff that will be available to provide programmatic and fiscal support to the AmeriCorps Program will be funded by the City of Jackson general fund.

Since its inception in 2006, the City of Jackson's 20 member AmeriCorps Program has concentrated its efforts in the area of construction work; mainly assisting with low income housing rehabilitation and rebuilds. While benefits of this work have proven tremendous, managing a large group with only one supervisor has created less than desirable outcomes.

Therefore, we are proposing the reassignment of AmeriCorps members to individual sites at various non-profit agencies throughout the City of Jackson, i.e., 1) Stewpot Community Services, 2) Operation Shoestring, 3) I.S. Sanders YMCA, 4) Hinds County Human Resources Agency, 5) Mississippi Food Network, 6) Jamboree Child Development Centers, 7) Midtown Partners, Inc., 8) Jackson Roadmap to Health Equity Project, 9) Bethlehem Center, 10) Community Outreach for Health Awareness (COHA).

Scope of work changes to accommodate each agency will be assigned and specific service descriptions will be developed for each site. The proposed changes are expected to provide AC members with more

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diverse service experiences and training, as well as improved up-close and personal supervision. AC Member's job skills will be greatly improved, therefore making them more employable.

Due to various health disparities that affect the communities in which we serve, lack of resources and nutritional education, and Mississippi is the most obese State in the Union, the primary priority area of services to be provided is to enhance the quality of life for the citizens of Jackson by providing opportunities for citizens to make healthy food and life choices.

The current group assignment program design will be changed and members will be given individual assignments with different non-profit agencies in the City of Jackson. Non-profits will provide Site Supervisors to oversee training and supervision in the following areas:

A)--8 Members will provide 300 senior citizens monthly food boxes and 400 low income individuals will receive nutritious daily meals.

The agencies that the members will be assigned to are: Mississippi Food Network, Midtown Partners, Inc., Jackson Roadmap to Health Equity Project, Stewpot.

*AC Members will work with community non-profit agencies to create community gardens in low income and blighted communities.

*AC members will be conducting workshop in the schools and communities to encourage healthy life changes through healthy and nutritious food choices.

*AC member will implement healthy living and choices activities for the beneficiaries.

*AC members will develop volunteer opportunities for the individuals to be involved in during all national days of service.

B)--12 Members will receive training from various early childhood education non-profits in areas that include tutoring 300 pre-k -- 6th grade students, and create activities that will increase the educational development and performance of their children.

The agencies that the members will be assigned to are: YMCA, Operation Shoestring, Jamboree Child Development Center, Hinds County Human Resource Agency, Midtown Partners, Inc., Bethlehem

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Center.

*AC members will create and implement programs about nutrition and healthy food choices through educational and hands on activities.

*AC members will create activities and provide services that will decrease the middle school drop-out rates through academic enhancement activities.

*AC members create programs that will increase the number of parents involved.

*AC members will develop volunteer opportunities for the at parents and youth involved at partnering school that the agencies are currently providing services during all national days of service. During the hours of the day that AC members are not serving the youth during after-school programming, the members will be meeting with members of the community to discuss potential project as well as planning and creating workshops for communities that agencies are serving to build capacity.

Proposed changes will ensure that members are provided a constructive work environment and full-time professional supervision. These changes will not affect the program's ability to formulate large member groups for specific tasks as may be needed from time to time. These group activities may take place during statewide or national days of service.

Services provided by AmeriCorps members will enhance services to low income residents. Each non-profit agency will designate a specific supervisor for each member and each supervisor will be in constant contact with AmeriCorps program staff. Each of the non-profit agencies will enter into a Memorandum of Understanding (MOU) with the AmeriCorps program. This MOU will insure that no non-profit staff is displaced or that the task performed by AmeriCorps members is not a duplication of any agencies' employee's job.

MEASURABLE OUTPUTS AND OUTCOMES

The primary activity of the Capital City Rebuilds AmeriCorps members will be to provide services to the

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community thereby enhancing and improving the community.

- * Members will be trained on healthy food choice and assist in the preparation and delivery of food boxes for 300 seniors monthly
- * Members will provide Pre K -- 5th grade 300 youth with educational assistance
- * Members will prepare and provide meals to 400 low income individuals daily

HEALTH/ NUTRITION

Service Categories

Health/Nutrition Improvement

Various Non-Profit Agencies

North Midtown Child Development Center, Jackson Roadmap to Health Equity Project, Mississippi Food Network, Stewpot

Service Category: Health /Nutrition Improvement

Measure Category: Needs and Service Activities

Need: Assist citizens in making healthy life choices

Activity

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AmeriCorps members will receive training on nutrition and healthy life choices and then prepare and provide 300 senior citizens with a nutritious food box each month and 400 individuals with a nutritious daily meal.

Activity Start Date: 01 September 2010

Activity End Date: 31 August 2011

Number of Members: 8

Hours per Day (on average): 7.4

Days per Week (on average): 5

Result: Output

8 AC members (2 at 4 sites) will receive training in nutrition and healthy food choices.

Indicator: AC members demonstrate increased knowledge of healthy food choices.

Target: 8 AmeriCorps Members

Target Value: 8

Instruments: Member timesheets, pre/post surveys,

PM Statement: Over the one-year grant cycle 8 members will provide 300 seniors with one food box per month, and 400 citizens will receive a nutritious daily meal.

Result: Intermediate Outcome

AC members will prepare and deliver 300 nutritious food boxes to low income seniors and serve 400 low income residents a daily meal.

Indicator: Meals prepared and served to seniors and low income individuals.

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Target: 300 seniors and 400 low income individuals

Target Value: 700

Instruments: Absolute counts verified by Program Manager, Non-Profit Site Supervisors, and validated by photographic portfolio

PM Statement: 8 AmeriCorps members will prepare and deliver nutritious food boxes to 300 seniors and 400 low income individuals.

Prev. Yrs. Data: Members assisted with the construction of over 50 new build homes and rehabilitated over 300 homes for low income families

Result: End Outcome

A minimum of 300 seniors will receive healthy food boxes monthly and 400 individuals will receive daily nutritious meal.

Indicator: Meals prepared and served to seniors and low income individuals.

Target: 300 seniors and 400 low income individuals

Target Value: 700

Instruments: Documentation that citizens received their food boxes and validated by photographic portfolio

PM Statement: Over the one-year grant cycle 700 citizens (300 SENIORS AND 400 LOW INCOME INDIVIDUALS) will receive resources to enhance their quality of life by receiving nutritious meals,

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healthy food boxes, information on healthy and nutritional food options.

EDUCATION

Various Non-Profit Agencies

YMCA, Operation Shoestring, North Midtown Child Development Center, Jamboree Child Development Center, Bethlehem Center, Hinds County Human Resource Agency

NEED: The need for children to receive academic enhancement and enrichment activities.

Output: 12 AC members will provide 300 Pre-K through 5 grade children attending 6 not for profit developmental centers with academic enhancement activities.

Indicator: Children receiving academic enhancement and enrichment activities

Target: 300 children

Target Value: 300

Instruments: Student attendance records

PM Statement: 12 AC members will provide 300 Pre-K through 5 grade children attending 6 not for profit developmental centers with academic enhancement activities.

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BUDGET CLARIFICATION ITEMS

1. Please confirm that staff described in the narrative should not be dedicated to the grant, as only 1.5 FTE's is budgeted:

The AmeriCorps Program intends to hire and pay salaries for 1.5 FTE's: one full time Program Manager (100% of time), and one part-time Fiscal Officer (50% of time). Any other employees made available to the program will be City of Jackson qualified Site Supervisors, within the assigned department, and will not be paid by the AmeriCorps Program Grant.

2. Please justify the mileage rate of \$.55 which is greater than the federal rate. Otherwise, reduce to \$.50.

The budget has been corrected to \$.50 per mile.

3. Please explain \$240 for calculators.

2 Calculators and roll paper at \$120 each, for a total of \$240. per quote from Jackson Business Office Supply Company are needed by both employees in their individual locations.

4. Criminal History Check Requirement: Criminal history checks are required for all grant funded staff and AmeriCorps members.

Both, State Criminal Registry checks and Sex Offender Public Registry Checks will be conducted for members and staff in accordance with requirements of CNCS and MCVS.

20 AC members + 2staff X \$32.00 each = \$704.00

PROGRAMMATIC CLARIFICATION ITEMS

1. Please clarify the member activities and whether the program is proposing drastic changes to the program model. If the program is proposing the change, please clarify that the members will not be displacing City of Jackson employees. And please provide aligned performance measures.

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Since its inception in 2006, the City of Jackson's 20-member AmeriCorps Program has concentrated its efforts in the area of construction work; mainly assisting with low income housing rehabilitation and rebuilds. While benefits of this work have proven tremendous, managing a large group with only one supervisor has created less than desirable outcomes. Therefore, we are proposing the reassignment of AmeriCorps members into both individual and small group roles at four departments within the City of Jackson, i.e., 1) Parks and Recreation, 2) Code Services, 3) Public Works, and 4) Human and Cultural Services. Scope of work changes to accommodate each department have also be assigned. The proposed changes are expected to provide AC members more diverse work experience and training, as well as improved up-close and personal supervision.

AC members will receive extensive training through 4 city departments as described below. Members will provide increased services that will allow 5,000 citizens to enjoy increased activities and city parks, and other city facilities.

AmeriCorps members will serve 34,000 hours of community service (output) providing mentoring and tutoring to 300 prek children in day care centers, landscaping city parks, engaging 400 senior citizens at senior citizen centers throughout the city, and demolishing 50 dilapidated housing units (intermediate outcome), resulting in increased services to 5,000 citizens throughout the city of Jackson (end outcome).

The current single group assignment program design will be changed and Members will be given individual and small group assignments within the City of Jackson. Four Departments will provide Site Supervisors to oversee training and supervision in the following areas:

A)--Parks and Recreation-- members will assist city staff in landscaping the city's 55 parks and recreational grounds and equipment.

B)--Code Services-- members will assist with performing 50 inspections which will result in 50 demolitions of blighted residential and commercial buildings.

C)--Public Works-- members will receive training from this department on an ongoing basis. No

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services by AmeriCorps members will be provided.

D)--Human and Cultural Services-- members will provide community services in a variety of areas which include mentoring and tutoring 300 pre-k students, and engaging 300 Senior citizens.

Proposed changes will ensure that members are provided constructive work environments and full-time professional supervision. These changes will not affect the program's ability to formulate large member groups for specific tasks as may be needed from time to time. The current program design which requires a single worksite has often rendered a less than desirable impact on retention and efficiency.

Services provided by AmeriCorps members will enhance, not duplicate, services to low income residents. Each City Department will designate a specific supervisor for each team and each supervisor will be in constant contact with AmeriCorps program staff. Each of the four City of Jackson Departments will enter into a Memorandum of Understanding with the AmeriCorps program. This MOA will insure that no city staff is displaced or that the task performed by AmeriCorps members is duplication of any city employee's job.

2. Please justify the increase in cost per MSY from \$12,600 in 2009 to \$13,000 in 2010.

Due to the increase in living allowance, criminal history checks, and cost associated with supplies and training necessary to adequately prepare and enable AC members to effectively provide services, the cost of MSY increased.

Continuation Changes

RATIONALE AND APPROACH

The City of Jackson is proposing no additional changes from the 2011- 2012 program year. The City of Jackson requested a change in services to be provided by AmeriCorps members in the 2010-2011 program year, and this request was approved by CNCS and MCVS in 10/2010. Due to limited funds available for construction supplies and being unable to utilize Community Block Development Grant (CDBG) funds as match, our scope of services changed from construction/ refurbishing of housing units

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to providing services to not for profit organizations throughout the Jackson area. AmeriCorps members are currently serving at 10 not for profit organizations providing a range of service(i.e.: nutritional education for youth and seniors, preparing food boxes for seniors, nutritional food assistance for youth, adults, and seniors, planning and developing urban gardens in low-income communities, providing academic assistance to at-risk youth in low-income communities).

ENROLLMENT

During the 2009-2010 program year all 20 full time slots awarded were filled. So far in our 2010-2011 program year, 20 full time slots awarded are filled. 1 has been exited the program to date, we were able to refill the slot prior to the October 15, 2010.

RETENTION

During the 2009-2010 program year our retention rate was 75% with 15 AmeriCorps members earning a full award and 5 AmeriCorps members earning no award. Of the 5 who did not earn an award because they were exited from the program for violation of AmeriCorps Handbook.

We implemented our plan to improve our retention rate for 2010-2011, The City strengthen our application procedure for 2010-2011 by requesting service sites nominate applicants for these positions. We have also added components to our training plan which include additional personal and professional development skills.

Performance Measures

SAA Characteristics

- AmeriCorps Member Population - None
- Geographic Focus - Urban
- Geographic Focus - Rural
- Encore Program

Priority Areas

- | | | | |
|--|--|---|--|
| <input checked="" type="checkbox"/> Education | <input type="checkbox"/> Selected for National Measure | <input checked="" type="checkbox"/> Healthy Futures | <input type="checkbox"/> Selected for National Measure |
| <input type="checkbox"/> Environmental Stewardship | <input type="checkbox"/> Selected for National Measure | <input type="checkbox"/> Veterans and Military Families | <input type="checkbox"/> Selected for National Measure |
| <input type="checkbox"/> Economic Opportunity | <input type="checkbox"/> Selected for National Measure | <input type="checkbox"/> Other | <input type="checkbox"/> Selected for National Measure |
| <input type="checkbox"/> Disaster Services | <input type="checkbox"/> Selected for National Measure | | |
| <input type="checkbox"/> Selected for National Measure | <input type="checkbox"/> | | |

Grand Total of all MSYs entered for all Priority Areas 20

Service Categories

Community Revitalization/Improvement Primary Secondary

Healthy Futures and Improving the Quality of life for low-income families

Service Category: Community Revitalization/Improvement

Measure Category: Not Applicable

Strategy to Achieve Results

Briefly describe how you will achieve this result (Max 4,000 chars.)

Results

Result: Output

AC members will compile information and resources on nutritional choices and available assistance and assist low-income individuals in understanding and effectively accessing nutritional assistance.

Indicator: Number of low income individuals receiving nutritional resources

Target: Low income seniors and individuals accessing resources and additional services

Target Value: 700

Instruments: Spreadsheet

PM Statement:

Prev. Yrs. Data

Result: Intermediate Outcome

Information and resources provided to low-income individuals will enable 75% of clients served not receiving benefits to submit applications for and be approved for Supplemental Nutrition Assistance

Result: Intermediate Outcome

Program.

Indicator: Number of low income individuals receiving nutritional resources applying for SNAP

Target: Low income seniors and individuals accessing additional services.

Target Value: 75%

Instruments: Spreadsheet

PM Statement: 75% of low income individuals currently not receiving SNAP assistance will submit and be approved to receive Supplemental Nutrition Assistance Program benefits.

Prev. Yrs. Data

Result: Intermediate Outcome

benefits.

Result: Output

AC members will prepare and deliver 300 nutritious food boxes to low income seniors and serve 400

low income residents a daily meal.

Indicator: Number of low income seniors and individuals receiving meals or boxes

Target: 300 low income seniors and 400 low income individuals

Target Value: 700

Instruments: Spreadsheet

PM Statement:

Prev. Yrs. Data

Education

Service Category: Community Revitalization/Improvement

Measure Category: Not Applicable

Strategy to Achieve Results

Briefly describe how you will achieve this result (Max 4,000 chars.)

12 Members will receive training from various early childhood education non-profits in areas that include tutoring 300 pre-k through 6th grade students, and create activities that will increase the educational development and performance of children.

Results

Result: Output

12 AC members will provide 300 Pre-K through 6th grade children attending 6 not for profit

developmental centers with academic enhancement activities.

Indicator: Number of Pre-K through 6th grade children receiving academic enhancement

Target: Pre-K through 6th grade children

Target Value: 300

Instruments: Student attendance records

PM Statement: 12 AC members will provide 300 Pre-K through 6th grade children attending 6 not for profit developmental centers with academic enhancement activities.

Prev. Yrs. Data

Result: Output

activities

Result: Intermediate Outcome

90% of children participating will move to their next grade level.

Indicator: Children moving to next grade level

Target: 90% of 300 children

Target Value: 270

Instruments: report cards

PM Statement: 90% of students participating in academic enhancement activities provided by AmeriCorps members will advance to their next grade level as documented by the end of the year report cards.

Prev. Yrs. Data

Required Documents

Document Name

Status

Evaluation

Already on File at CNCS

Labor Union Concurrence

Not Applicable