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Executive Summary

The Camphill AmeriCorps Program supports Camphill Communities in providing education, shared living, vocational training and work to people with developmental disabilities of all ages. Members work alongside others to provide direct care support to people in areas such as personal care, classroom/workshop support, home life, and social life. Over 450 people live in the 12 communities across the United States. This work is done in the context of life-sharing communities, rather than conventional group home settings.

Rationale and Approach

Compelling Community Need:

People with developmental or intellectual disabilities (DD) have faced prejudice, fear, and persecution. Traditionally, they were seen as incurable and warehoused in large institutions, isolated from society. This segregation of people with developmental disabilities was not widely questioned until the 1969 publication of Wolfensberger's work, "The Origin and Nature of Our Institutional Models." The 70s saw the beginning of improvements for people with developmental disabilities; states began to downsize or close institutions in response to a growing outcry about the conditions in these facilities. Self-advocacy started as a civil rights movement by people with developmental disabilities who protested against being underestimated, deprived of choices, treated like eternal children, and thought to lead lesser lives.

While the move away from large institutions toward community housing is associated with a significant overall increase in quality of life (QOL) for people with developmental disabilities, QOL outcomes for individuals placed in small group homes and supported living arrangements continue to be disappointing. Physical "inclusion" by itself has not been found to lead to increased social connectedness and an experience of real community participation. This is the compelling need that Camphill addresses and the problem that Members contribute to solving.

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In the United States it is estimated that between seven and eight million people, about 3% of the population, experience intellectual disabilities. People with developmental disabilities continue to experience high rates of poverty, abuse, and unemployment. A June 2009 article in the journal *Intellectual and Developmental Disabilities* states that even higher-IQ individuals with developmental disabilities have an "employment rate (27.6%) far below the national average in the general community (75.1%) and [their employment] more often consists of part-time work, in entry-level service jobs, with low wages and minimal benefits." The median income is "20% below the poverty threshold and about one-third of the median total income of the general population."

The study also shows that people with developmental disabilities tend to have higher rates of obesity, poorer nutrition, and are hospitalized more often and for longer periods. "Health-related challenges for these individuals include accessing health services, affordability, transportation to services, communicating health problems to medical personnel, identifying their disability and their need for support in following health treatments, and inadequate or nonexistent medical histories."

The housing situation for people with developmental disabilities is also bleak as their income level makes even modest rental housing unaffordable. "Although flexible housing supports exist for people with intellectual disability, waiting lists are excessive and the application process is particularly challenging to these individuals....[P]eople with intellectual disability have lower rates of living independently." As a result, the majority of people with developmental disabilities live with family caregivers. The State of the State in *Developmental Disabilities: 2008* estimates that 25% of individuals with developmental disabilities in the U.S. live with family caregivers 60+ years old, and an additional 35% were in "households with middle-aged caretakers for whom transition issues are near-term considerations." As these caregivers age beyond their ability to provide care, alternative living

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arrangements and support must be established.

In addition to the basic living issues facing people with developmental disabilities, appropriate social integration remains a challenge. Deinstitutionalization and disability policy alone are not enough to insure that persons with disability will socialize. A Sept. 2005 "DD Data Brief" by the Research and Training Center on Community Living reports on a study showing that the presence of an intellectual disability negatively affected social participation: people with developmental disabilities socialize with friends, eat out, go to see movies, shop, and attend church much less often than do non-disabled people. The role of direct support workers (DSW) is vital for people with developmental disabilities to facilitate their participation in community life, gain skills, develop social relations, and be more independent.

According to the 2007-8 Disability Policy Collaboration issued by the ARC and AAIDD, the lack of qualified direct-support workers is a national crisis "due to factors such as low pay, inadequate benefits, limited career options, and intense competition among employers for entry-level workers. This situation leads to high turnover among workers and severely limits the ability of providers to maintain or expand their services and supports." The Bureau of Labor Statistics currently estimates the DSW workforce at three million; projected demand will require an additional one million new positions by 2016.

Camphill addresses these issues by creating an infrastructure that provides meaningful work, social life, community inclusion, and health care. Camphill communities do this through quality care workers who provide the means and encouragement for people with developmental disabilities to take greater responsibility for their own self-care to the best of their abilities and to contribute to economic life by working productively in needed jobs. We provide a healthy social environment in which people with developmental disabilities are valued as friends, included in social activities, encouraged and supported to form their own relationships, and given opportunities to pursue their own interests.

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Camphill is one of a number of pioneers in this field, rethinking the way people with developmental disabilities have traditionally been understood and integrated in the belief that every person, with or without disability, is unique and entitled to lead a full and purposeful life in freedom and dignity as a contributing citizen. Camphill communities work hard to remove the social barriers that limit opportunities for people with developmental disabilities. Community members live together as extended families in homes throughout "villages," forming a supportive community based on shared responsibility and caring rather than simply as caregivers and recipients of care.

Purposeful work gives dignity and meaning to the lives of all adults and is an essential element in Camphill. Work is a challenging and rewarding part of the day as each person participates in activities suited to his/her interests and capabilities. Work on the farm, in the craft workshops, gardens, bakery, coffee shop, in the houses, or through a job placement program in the wider community helps individuals develop a variety of skills and provides a sense of purpose and an experience of accomplishment.

In Camphill, people with developmental disabilities enjoy an abundance of cultural opportunities that encourage the discovery and development of each individual's talents, capabilities, and interests. A diverse program of concerts, lectures, dramatic events, arts presentations, and festivals enriches daily life and provides occasions for interaction with the local community and beyond.

Camphill provides a unique and rich learning opportunity for individuals to become intimately involved with issues surrounding people with developmental disabilities and to contribute to solutions. By providing support in acquiring life skills, facilitating social skills, and promoting work and service ethics, Members directly enable people from disadvantaged circumstances to take their place as fully

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contributing members of society. Members are introduced to issues facing people with developmental disabilities and the systems that support them.

Charlie Lakin, a leader in the field, reflects on the end of institutionalization: "In the early 1970s, as we were beginning to understand the dismal circumstances we had created for human beings in the large public institutions of the U.S., many of us found ourselves searching for the countervailing impulse-- those who would include rather than exclude, integrate rather than segregate, accept rather than reject, value rather than devalue people with developmental disabilities." In considering the current state of affairs and reflecting on the Camphill model, Lakin continues, "We have found many ways to provide people with developmental disabilities with a physical place in our communities, but we must all admit how often we struggle in helping them become a true and valued part of those communities. Camphill starts where so much of what we have created in community services struggles to arrive."

Description of Activity and Member Roles:

The primary need Members fulfill is the direct-care support of people with developmental or intellectual disabilities (DD). Currently, the 12 C/AP communities provide comprehensive support to over 400 individuals and work in conjunction with local partner organizations and agencies to provide day programs for over 70 individuals. Camphill makes a unique contribution to the social services available to individuals with developmental disabilities and does not duplicate a model that is available in the locality of the program (non-duplication). (Please see Budget Adequacy to address non-supplantation.) Our work is done in the context of life-sharing communities rather than conventional group-home settings. Camphill offers a lifestyle and rhythm that is shaped around people's needs: important life-sharing activities that need support and foster social interactions occur during mealtimes, evenings, and on weekends. For this reason, all 75 Members serve full time and live on-site at the 12 service sites.

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As the primary focus of all communities is the care and support for people with developmental disabilities, all community members work toward this end. AmeriCorps Members play a role distinct from those of staff (employees and coworkers) and volunteers. Due to their experience and expertise, long-term coworkers and employees are engaged in management-level responsibilities and/or activities that require particular expertise and knowledge. As our work is based on human relationships, short-term volunteers do not have the training or familiarity with residents to provide direct-care support. AmeriCorps Members focus their service activities in this realm, direct-care support. As Members serve in a distinct role, violation of the nondisplacement requirement is not an issue.

Members are actively involved in four distinct realms of activities: personal-care support; home life; work/classroom activities; and social life. Personal-care support needs vary widely. Some residents require little or no personal-care support beyond coaching or reminding, i.e., "Have you brushed your teeth?" Others, particularly children and the elderly, may require a great deal of hands-on care, such as bathing, or brushing someone's teeth for them. Members will generally be assigned to provide personal-care support for one or two people in their household as needed. This will include: bathing, dressing, showering, brushing teeth, and distributing medicines. In addition, Members are expected to think actively about the needs of residents in their care, asking themselves such questions as: Is this person dressed appropriately for the weather? Is shower water at a suitable temperature?

Members join a household that includes both "householders"--long-term coworkers in charge of managing the house--and residents, all of whom will have likely lived in the house for years. Members help to create and maintain a clean and organized household and contribute to an atmosphere of mutual respect, rhythm, peacefulness, and joy. In practical terms, this means helping supervise and support residents by working side-by-side in household tasks such as grocery shopping, housecleaning, laundry,

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and meal preparation.

Members are assigned two or more activity areas. The activities vary by community and the season, but can include work in small-scale food enterprises such as a bakery, dairy, garden, farm, or food processing operation. Artistic activities include weaving, woodworking, or stained glass. Other workshops focus on practical skills, such as working at the community store, café, or gift shop. Specific tasks vary in each of the activity areas. For example, in the weavery, after learning the process themselves, a Member would assemble necessary materials; assist with winding warps and preparing looms; and assist the weavers. In communities serving children and young adults, Members assist teachers in the classroom as educational aides. Other tasks include transporting residents to employment at area businesses or organizations or helping in supported employment (job coaching).

Social support of people with developmental disabilities is a significant activity of Members. This involves true emotional engagement, becoming aware of individuals' histories, interests, and dreams for the future. With in-depth knowledge and empathetic connection, Members are able to support and empower people with developmental disabilities to reach their full potential beyond self-care and work skills. Members help create social situations that give residents more options than the typical one-to-one relationships with caregivers, and they guide residents to develop their own judgment and capacity for informed choice. Members also help people with developmental disabilities to participate in recreational activities in the home and wider community, such as music, dancing, storytelling, games, hiking, swimming, and outings.

Camphill is a spiritually based community and has multiple safeguards in place to ensure compliance with AmeriCorps rules on prohibited service activities. Allowable and prohibited activities are outlined in the C/AP orientation packet, the Member handbook, and community handbook, designating what can

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and cannot be considered AmeriCorps service time. Members sign a document that outlines prohibited activities as part of their Member contract. Explicit language states that "Members can freely choose to participate in spiritual activities on their own time and of their own free will." The policy further states that any such participation may not be counted as a service hour. The topic is addressed at length during the AmeriCorps orientation. Site supervisors review the weekly time sheets to confirm that no prohibited activities are being recorded as service hours. The program director regularly verifies understanding of and compliance with the policy through member interviews during site visits.

The C/AP has added value in a number of ways. We have been able to increase our capacity to care for individuals requiring more assistance (one-on-one care), and to extend and expand day programs. In one adult community in which nearly 50% of the residents are over 60 years old, Members have increased the capacity to care for residents in the community for a longer period of time rather than disrupting their lives and transferring them to nursing homes. The flow of Members brings new perspectives, diverse experiences and expertise, and ideas and energy into the communities. "As a small, rural Midwestern organization, many of our residents have not traveled or experienced much cultural or racial diversity...Members have shared Indian dance, Southern food, Texas football enthusiasm, stories from the ocean, the mountains and Manhattan!" Members initiate some activities. As one community explains, "We can sustain the basics of our residential program without AmeriCorps Members but having them enables us to extend the social activities within our community (Yoga, games, Halloween parties) as well as in our local area (trips to museums, cabin vacations, sports events).

Serving as a coworker in Camphill is a full-time commitment for an extended period, and higher-education loans were identified as a barrier that limited participation by Americans. By providing an Education Award, we are able to attract a wider variety of people who wish to experience the care and support of people with developmental disabilities. AmeriCorps has also helped to attract high caliber

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people who are highly dedicated to service and are an inspiration in our communities. Approximately 25% of our AmeriCorps Members continue on with a second year in the C/AP. This has led to a continuity of care and deepened relationships that directly result in a higher quality of service. Additionally, 32 former Members have chosen to continue to serve in a Camphill community after completing their AmeriCorps service.

Measurable Outputs and Outcome:

The C/AP has developed six distinct performance measures: three related to program activities and the care and support of people with developmental disabilities, two related to Member training, and one addressing volunteer management. Since instituting these performance measures, we have met or exceeded our target goals.

Members primary activity is to provide intensive, direct-care support to individuals with developmental disabilities. The C/AP has developed a complex performance measure to highlight the role Members play in supporting people with developmental disabilities to gain and maintain skills in the areas of personal care, home-life skills, social life, and the workshop/classroom setting. The aligned PM focuses on the subgroup of children and young adults with developmental disabilities, as this group is more likely to see gains in skill development than adults. There is also a similar output and end-outcome measure for adults. The system used to track outputs and intermediate-and end-outcomes consists of a Supervisor Questionnaire that measures service outcomes. The questionnaire asks direct supervisors to provide input on the degree of gain or maintenance of residents' skills that Members most intensively support in the four areas (home life, personal care, social life, and classroom/workshop). Then supervisors are asked to rate the level of impact of the Member's support. This allows us to track not

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only what progress the individuals with developmental disabilities may be making, but the role members play in supporting individuals to achieve this progress.

The Regional Office of the Camphill Association, which oversees the C/AP, tracks and evaluates progress toward meeting our performance measures. The Regional Office Director ensures that data are collected from sites in a timely manner and analyzes the results, reporting back to the communities. All performance measures are aggregated regularly throughout the year.

Our program will address the Healthy Futures priority area and we will not be using standard performance measures, as none of the national performance measures fit our program model.

Plan for Self-Assessment and Improvement:

All C/AP sites have multiple mechanisms--external and internal, formal and informal--for ensuring quality and continuous program improvements.

The Camphill model is designed for a regular influx of new people to provide fresh eyes, question current practices, and infuse new energy into the community. The communities are open to and interested in learning from Members. Members provide program feedback during weekly coworker training sessions and written feedback on each month's service, including their assessment of accomplishments and challenges, suggestions for improvement, and ranking of stress and satisfaction levels. These points offer ways for fellow coworkers to understand opportunities for improvement. When feedback forms are aggregated we identify common challenges beyond individual areas of need. If a problem arises that is beyond informal resolution, a management group whose focus is conflict resolution steps in. Formal and informal contact with mentors provides opportunities to identify

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strengths and weaknesses, particularly focusing on training, support for Members, and opportunities to give and provide feedback. In some communities, Members have three-month reviews and meet with other Members as a group twice yearly to share their experiences and gain insights. Finally, all Members participate in a six-month review and exit interview.

Because AmeriCorps Members, coworkers, and people with developmental disabilities live together, the rich interactions and intimacy of community life allow for immediate feedback, intervention, and personal support. In most communities the governance system is non-hierarchical, and coworkers are encouraged to suggest program improvements, fostering the development of new methods to respond to the direct needs of people with developmental disabilities.

Internally, all sites have meetings, specific focus groups, and processes for self-assessment. Each person with DD has an annual review with staff to assess his/her satisfaction and well-being and to set future goals and desired achievements. Therapy teams of senior coworkers and clinical advisors meet weekly to review the health and well-being of people with developmental disabilities and make recommendations on follow-up interventions. Weekly house meetings identify strengths and weaknesses of the daily program, resolve problems, and gather and provide feedback. In addition, some sites evaluate different aspects of the program on a rotating basis; others conduct semi-annual management retreats to look at programming and provide annual peer reviews for coworkers.

A more informal means of gaining feedback and insights for improvement comes from our largest group of stakeholders--parents and siblings of the people with developmental disabilities in our care. All communities have consistent in-person or phone meetings with family members that include feedback on the quality of care and resolution of any problems .

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The CDO, which oversees the C/AP, makes regular site visits or conducts desk reviews with each community. These include a review of procedures, objective observations, and suggestions for improvements. On a community level, external boards of directors, who receive formal reports from communities, regularly review the quality of work and address areas for improvements. Board members can play a critical role in identifying and motivating communities to strive to improve and expand programming to better meet residents' needs. On a national level, the Camphill Association of North America (CANA) meets quarterly to focus on these goals. The CANA board includes coworkers from each community as well as non-resident volunteers.

Each site operates under the rules and regulations of the state where it is located. The responsible agency and specific requirements vary by state and population (children or adults). For example, the State of PA Dept. of Education and Public Welfare licenses and oversees our children's community, whereas the Adult Foster Care Division of Todd County, MN, regulates one of our adult sites. At another site, as a certified program of the NY State agency OMRDD, a yearly inspection is required to assess the quality of care the organization provides for people with developmental disabilities and a major inspection is performed as part of the renewal of the operating certificate every three years. In the past year, two-thirds of the communities were formally inspected by an outside agency. These agencies provide an added layer of external oversight and monitoring, and also opportunities to gain insights on areas that need improvement. Relationships with local agencies also provide opportunities to receive feedback and input for program improvements. For example, one community started a children's summer day-program in response to needs expressed by county social workers.

Community Involvement:

The people with developmental disabilities supported in Camphill are at the center of every community-

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-they are the "target community," in AmeriCorps terms. Coworkers and residents, as well as the larger community of friends, family, and human service professionals, are involved in identifying needs and support activities.

Each person with DD has their own Individual Program Plan (IPP) that is co-created by the resident, parent/sibling, case managers, and coworkers. The IPP is written as part of a semi-annual or annual review that evaluates the individual's health and well-being, reflects on the past year, and indicates plans for the future. Participants discuss hopes and dreams, and from these discussions, goals and implementation plans are created. The annual review is an important tool to engage and empower each person in determining life goals in cooperation with the people most involved. For example, in one annual review a resident expressed the desire to learn to read. Although it was clear he did not have the aptitude, it was decided a tutor would work with him on a weekly basis. In time, he discovered it was an unrealistic goal, but the attempt was satisfying.

Camphill strives to have all community members participate on equal terms and, to the extent of their abilities, exercise choice and autonomy. Residents can choose to attend meetings of many working groups and to actively engage in planning processes. There are several groups specifically designed to encourage communication and the participation of people with developmental disabilities in identifying their needs: weekly house meetings are a time for reflection and communication, allowing people to gain awareness of any grievances or difficulties, discuss questions, and identify needs. In a young-adult community, residents initiated a weekly "Poetry Night" and "Music Appreciation Night." The residents plan, organize, and hold these gatherings with the help of coworkers. In this process, the target community made the primary determination of their needs and the organization responded with appropriate program development.

Each community has a board of directors made up of a diverse group of stakeholders, including

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coworkers; parents or siblings of people with developmental disabilities; financial donors; and human-service professionals and local leaders, who provide guidance for community planning and decision making. Many communities have annual board retreats with senior coworkers to focus on strategic planning.

The above-mentioned structures are permanent, and will continue to be used to actively engage community partners and stakeholders in the future.

Relationship to Other National and Community Service Programs:

As a National Direct program, we introduce ourselves each year to the relevant State Commissions, letting them know about our sites in their states and offering to participate in annual needs-assessment and training-plan development activities. Relevant State Commissions are included on the community's mailing list and invited to relevant trainings and events. The C/AP attempted to reach all eight states in which we have members. Letters of introduction and the recommended consultation form were completed and sent to each of the eight State Commissions. Follow-up phone calls were made to those commissions that did not respond to emails. In most cases, we received an acknowledgement that we had met the consultation requirement and would be contacted if further dialogue was required. The [state of] CO was most responsive, writing, "Your work complements the Commission's goals of increasing disability awareness and inclusion to our state-funded programs."

Some C/AP sites have connected with programs nearby to gain support and to collaborate in Member training opportunities. For example, Community Homestead in Osceola, WI, is in a remote area, but has an AmeriCorps program less than a mile away at Philadelphia Community Farm. Members meet for shared training and peer support. Others have attended statewide events, such as annual Kickoffs and a

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United We Serve event at the Governor's Mansion in NY.

The C/AP Director participates in information and training phone conferences held by the CNCS. Participation in the AmeriCorps listserv is an effective means of accessing the expertise of programs across the country, which has been helpful in addressing specific questions on policy issues and has provided suggestions or resources. Attendance and participation at the Annual Grantee Meeting is an opportunity to learn about changes in AmeriCorps, gain additional training, and connect with peers. In the past grant period the C/AP Director has been part of the planning group for the National Direct Best Practice Conference in 2008 and the Annual Grantee Meeting in 2009.

Potential for Replication:

Camphill communities are models for an alternative to mainstream services for people with developmental disabilities. Over 20 Camphill communities and initiatives have been created in the U.S. since 1959. We regularly receive inquiries from people interested in creating their own Camphill-style community. Although we provide information and support to these initiatives, we are limited by the number of qualified professionals able to grow this work further. There are new initiatives in MO and HI that have purchased land and are operating their first houses. Additionally, there are active parent groups in FL and MA. Through our continued work with AmeriCorps, we will be able to encourage more people to see this as a viable long-term profession. One adult community is forming a new offshoot focused particularly on eldercare.

Organizational Capability

Sound Organizational Structure: Ability to Provide Sound Programmatic and Fiscal Oversight

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Dr. Karl Koenig, an Austrian pediatrician and educator, fled the Nazi invasion in 1939 and settled in Scotland with a group of young physicians, artists, and caregivers. They founded the first Camphill community with children who had developmental disabilities. Koenig's vision was to develop Camphill communities together with people who have special needs. His unique and effective approach focused on the abilities of each person, recognizing that individuals teach and learn from each other in a process of mutual interaction. The needs of each person are met through living in a cooperative community-- each individual contributing his or her own special gifts and talents. Each new generation in Camphill strives to achieve this vision.

The International Camphill Movement includes more than 100 communities in 22 countries. Camphill was established in the United States in 1959. Today in the U.S. there are seven independent Camphill communities, and a dozen similar organizations tracing their roots to Camphill. The C/AP is currently comprised of the seven Camphill and five similar communities that are home to over 400 people with developmental disabilities. Each community strives to provide the emotional, social, and material resources people need to lead a full life: work, recreation, family life, friendship, and celebration as well as the opportunity for inner growth.

Camphill communities operate under the rules and regulations applicable in their state. The regulation and licensing processes are concerned with issues of health, safety, and quality of life. Each Camphill is audited annually by an independent auditor. Fiscal responsibility is ensured through careful monitoring of expenses, quarterly budget reports to the board, and an annual audit. The Camphill Association has successfully managed an AmeriCorps grant for eight years.

The initial qualifying criterion for participation in the C/AP is membership in either the Camphill Association of North America (CANA) or the North American Council for Curative Education and Social Therapy (NAC). CANA is the governing body that oversees, recognizes, and initiates the addition of new Camphill communities in North America. CANA has stringent protocols and procedures regarding

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administrative, programmatic, and financial viability in order for a group to become a Camphill community. The NAC has a similar regulatory and oversight role for its member communities. After meeting the membership criteria for NAC or CANA, the secondary criterion for admission into the C/AP is demonstration of established administrative, financial, and program infrastructure, compliance with the relevant state agency, and strong partnerships with other social service agencies and local organizations.

Potential sites complete a written application, which is reviewed by the Camphill Coworker Development Office (CDO) in the CANA regional office. Program staff are interviewed for further information and a site visit is arranged. The CDO makes a final determination on participation in C/AP. Once accepted, new programs have multiple orientation and training sessions. A site handbook is provided and the CDO keeps in close contact with sites and site supervisors through emails, phone calls, and site visits. The C/AP director employs a site monitoring tool that includes a site risk assessment to help determine which sites are higher priorities for site visits.

Each Member also has direct contact with the C/AP director at the CDO through emails, phone calls, and in-person meetings. Each Member receives an AmeriCorps handbook and t-shirt, and some Members from multiple sites are brought together to help promote an AmeriCorps identity.

Sound Organizational Structure: Board of Directors, Administrators, and Staff

Each Camphill is governed by a board that has ultimate fiscal and legal responsibility. In addition, NAC and CANA--the umbrella organizations for all C/AP sites--serve as vehicles for developing policy and national common projects, and facilitate communication, resource sharing, and collaboration among communities. They coordinate outreach and represent the common communities' interests to other

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organizations, government agencies, and the general public.

The C/AP is administered by the staff of CANA's regional office. Lauren Wolff, C/AP director, is the primary link to the CNCS and provides administrative and program support to the sites. Ms. Wolff has held this position for the past eight years, providing expertise and continuity to this role. Prior to this work, Ms. Wolff has over ten years of experience in the nonprofit sector and in administration. The Regional Office works with each site supervisor to ensure that all administrative and regulatory requirements are met; provides training and technical support to site supervisors in the administration of the C/AP; acts as the administrative and communication link to the CNCS; and conducts and/or oversees the AmeriCorps orientation. The Regional Office has part-time support staff to assist in data entry, correspondence, and other basic tasks. No additional staff are required to support the program.

Each community has a site supervisor responsible for the day-to-day oversight of Members: ensuring that mentoring and training occur and that Members complete all administrative and program requirements; reviewing Members' tracking sheets and reports; and ensuring that rules and requirements are being met.

Sound Organizational Structure: Plan for Self-Assessment or Improvement

Camphill has a culture of ongoing assessment. Although forms differ by community, there are shared fundamentals in common. Weekly staff meetings allow for concerns to be addressed and for the proposal of improvements and creation of action plans. Each community has working groups that meet weekly or monthly to share information, plan, assess, and improve the functioning of the organization. There are yearly reviews of staff members, associations, management groups, and all members of the administrative team. There is a yearly outside audit of the financial systems.

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Each community's board of directors oversees program quality and implementation. Communities also utilize their boards to evaluate present organizational strength and plan future goals through regular strategic planning and annual reviews. At times, funders have included assessment as a grant requirement. In the past year, two communities received grants from the Philadelphia Foundation to analyze and work on organizational structure, leadership development, and strategic planning.

Camphill has extensive professional connections in the field, and engages those external contacts for periodic program and staff reviews. Outside consultants have been engaged to address specific issues, such as ways to improve communication and administration. All of the Camphill communities also have a resource in CANA, which provides a forum to discuss larger issues and share best practices in areas such as peer review and organizational management.

Sound Organizational Structure: Plan for Effective Technical Assistance

The C/AP director conducts regular site visits that provide opportunities to assess needs and plan for technical assistance. In the past year, a formal risk assessment process was developed to prioritize monitoring activities and a site monitoring tool was developed to ensure all critical topics are covered during a site visit. The site visits provide a great opportunity to have an in-depth review of procedures and make clarifications or corrections as necessary. Site supervisors attend annual workshops to review program sites' requirements, site supervisors' responsibilities, and Member participation. Priority issues for skills development and administrative and program infrastructure are addressed.

The C/AP director is in direct contact with the site supervisors and Members at each host site. The director conducts the AmeriCorps orientation and six-month evaluation for the majority of Members

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along with informal visits and phone calls throughout the year. Ongoing direct contact with site supervisors is maintained through visits, emails, and phone calls.

Sound Record of Accomplishment as an Organization: Volunteer Generation and Support

Camphill actively seeks a diverse group of volunteers through regular visits from local colleges, churches, scout troops, and service clubs, and week-long service trips from elementary schools, high schools, and colleges, including a MT school for at-risk youth who volunteer in a different community each year. Camphill communities work particularly to make connections with urban schools so that inner-city groups can visit and experience rural life.

Camphill is an ideal place for families to volunteer, as we provide opportunities for all ages to come together and share common tasks. Communities also have specialized volunteer opportunities, generally administrative roles, usually filled by older professionals who share their knowledge and skill in areas including publicity work, computer and IT assistance and training, photography, and fundraising. Since these specialized tasks are greatly needed, we are working to improve our capacity to attract and retain "boomers" and utilize their professional experience via targeted volunteer postings for technical assistance. These groups make it possible to provide special programs, maximize our financial resources, and support the interaction of those living in the community with their peers and others in nearby towns.

Sound Record of Accomplishment as an Organization: Organizational and Community Leadership

Camphill demonstrates a participatory way of working with people with developmental disabilities and is a model for state, local, and nonprofit agencies serving this population. Camphill communities

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welcome staff from local rehabilitative centers for continuing education, both in the form of classes on subjects such as human development, and through opportunities to "shadow" our coworkers. Camphill communities frequently offer consulting advice for other organizations and agencies. Camphill Copake in NY averages 75 tours of their community a year. Soltane in Pennsylvania has received citations in honor of their 20th anniversary from the governor of PA, Ed Rendell. Rendell wrote, "While we have made tremendous progress reducing barriers and creating opportunities for Pennsylvanians with developmental disabilities, the work of dedicated organizations like Camphill Soltane will never be finished....The work of Camphill Soltane will remain critical as we continue to support people with all types of disabilities in their pursuit of independence, contribution, inclusion, and self-determination. Your efforts over the past 20 years have made a difference to so many Pennsylvanians, and I know you will continue to do so for many more years to come."

Camphill residents have served in leadership positions in the local chapter of the statewide organization Speaking for Ourselves, where they have galvanized support for the chapter and moved many initiatives forward. From its inception, Camphill has been committed to providing community leadership. Camphill staff actively participate in local chambers of commerce, on school and town boards, land-use advisory groups, and in food co-ops.

In another aspect of leadership, Camphill communities, generally located in rural areas, offer shared infrastructure and services that may otherwise be less available in the local towns. In this way they can offer leadership, especially in social services, food and agriculture, and the arts and crafts specialties. For example, communities offer licensed processing kitchens, dining rooms, and auditoriums for a nominal fee. These facilities are used by schools, religious groups, the regional ARC (Association of Retarded Citizens) and others, for gatherings and meetings. Other groups that have recently utilized the community's facilities include the Chester County (PA) Beekeepers Association, Greater Philadelphia

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Sustainable Business Network, and Valley Forge (PA) Boy's Choir. In the arts, communities host seasonal festivals, plays, and concerts open to the surrounding communities, enriching the area's cultural life. Additionally, Camphill communities' crafts and produce contribute to the diverse life of the localities through participation in festivals, gallery exhibits, and farmers' markets.

Success in Securing Community Support: Collaboration

Camphill communities form dynamic partnerships with community organizations. Each site collaborates with local and state agencies such as the County Service Boards, and organizations like ARC that provide a support network for people with developmental disabilities. Camphill is also involved with national and international organizations such as Special Olympics, participating in sporting events; Speaking for Ourselves (a national self-advocacy organization with local chapters), providing people with disabilities opportunities to develop leadership skills and speak out on issues of importance to them; and the AAIDD, the field's principal professional association for providers of services to people with developmental disabilities.

Camphill has formed partnerships with other organizations to enhance educational programming. In VT, Heartbeet hosts Global Campus, a higher-education experience for adults with DD. The Plowshare Community hosts field trips by local school classes to visit their farm and learn about people with developmental disabilities more than 30 days each year. After class visits, many children bring their parents for visits during the summer; this site has a standing invitation for families to come one night per week in the summer.

Partnerships with local businesses allow us to expand services with offerings such as therapeutic horseback riding and fitness center attendance; local organizations sometimes provide respite and mini-

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vacations for residents whose families are no longer able to provide these opportunities. Some Camphill communities have job placement programs for both paid and volunteer service, employing dozens of people with developmental disabilities in area nursing homes, volunteer fire departments, churches, libraries, and other businesses. Residents also support many nonprofits, volunteering at Habitat for Humanity, Meals on Wheels, and Adopt a Highway. Several communities have cafés, gift shops, and auditoriums that are open to the public and serve as gathering places for friends and neighbors.

Many collaborative examples exist at our sites in the areas of agriculture and land-based therapy. Several Camphill communities provide organic produce, dairy products, and baked goods to their local communities through participation in area farmers' markets and health food stores. Heartbeet provides a valuable resource to local schools and colleges that use the community as a work program site. Many communities provide students from area schools with the opportunity to learn about sustainable farming and gardening methods, care of adults with disabilities, and intentional community life.

Success in Securing Community Support: Local Financial and In-kind Contributions

Each community has its own development office or foundation. Funding from private donors, corporations, and foundations is solicited on both community-wide and regional levels. The Camphill Foundation provides an overarching mechanism for financial collaboration among the communities and for technical support to assist the individual development offices in their fund-raising work, as well as investigating new funding sources. Every three years the Camphill Foundation organizes a large benefit concert in New York's Lincoln Center, which raises more than \$1 million for community projects.

Camphill cultivates the support of local residents and businesses through vendor appeals (the Philadelphia Eagles, Trader Joe's and Whole Foods); corporate sponsorship (Bank of America,

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Lockheed Martin); workplace giving programs, such as the United Way; and annual appeals and capital campaigns.

In-kind donations are received consistently, in the form of goods such as hardwood for a woodworking shop, cars, furniture, and household goods. Donations of services are numerous, including volunteer drivers, no-cost services at the local recycling center, free concerts or admission to cultural events, IT and admin. support, electrical contracting, and financial consulting. Over time, these contributions have come from a broader geographic area as the Camphill communities become better known and more established.

Success in Securing Community Support: Wide Range of Community Stakeholders

The primary stakeholders in Camphill communities are the people with developmental disabilities and their families. As residents have grown in self-advocacy skills, they have become more vocal and help to shape the organizations' direction through participation in governance and committee work. In creating natural circles of support for people with developmental disabilities, family members, parents, siblings, and guardians are especially encouraged to be involved in the lives of people with developmental disabilities and in Camphill. They participate in planning and review meetings, community work, and occasional retreats centered on a particular topic. In addition to the input family members provide through these forums, many are involved in fundraising, hosting events at their residences, attracting new donors, and putting communities in touch with well-known chefs, performers, and artists to support the various fundraising events. Other parents are actively involved in coworker recruitment, and have attended career fairs and college events around the country on behalf of Camphill. Families give donations such as household items, consulting services, and actual labor. Families of volunteers have also come to the villages with work groups to volunteer their time.

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Boards of directors are also key stakeholders whose involvement has become more direct over time, including participation in funding development, as well as practical activities such as event planning. Local social workers have also become part of the fabric of many communities, often attending events and acting as a resource for all of our residents.

Budget/Cost Effectiveness

Camphill provides very cost-effective care, primarily due to the intentional-community model. This greatly reduces payroll and overhead, which is typically 80-90% for most service providers. The average cost per resident is well below the national average for individuals served outside the home setting. For example, in Camphill Copake, the cost per resident is \$165/day, compared with \$350/day in a residential care facility.

Camphill communities are run with a combination of public and private resources. Organizationally, there is no direct reliance on federal support. Indirectly, residents partially support themselves through Social Security (SSDI). State, county, and private fees contribute to the care of people with special needs. Other funding for the programs at Camphill communities comes from diverse, non-federal sources: individuals; corporations (both cash and in-kind); foundations; United Way donor-option programs; and products produced in the communities for sale. These sources are approached through a variety of methods: annual appeals; grant proposals; events sponsorship, program book and tickets sales; major gifts fundraising; in-kind gifts; and outreach activities with some small local companies. The Camphill Foundations in each community are separate organizations with dedicated program staff to manage a fundraising program that directly contributes to individual Camphill communities.

As noted above, the 12 C/AP sites have a record of 2-50 years of operation with current annual operating budgets of \$550,000 to \$6.5million. The existing community funding mechanisms are adequate to

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support Camphill communities into the foreseeable future.

The Regional Office, which administers the C/AP, is currently funded by CANA and the NAC. Funding by CNCS contributes approximately 50% of the overall budget of the Regional Office. The main function of the office is the administration of the C/AP. The majority of the costs of running the C/AP are not covered by this funding. Each community bears the financial responsibility for providing members with mentoring, training, room, board, living allowance, health insurance, and use of community cars.

Each Camphill community is an independent not-for-profit organization with its own operating and capital budget and dedicated development staff for fundraising operations, as well as experienced financial management staff. The largest portion of communities' operating budgets comes from public and privately paid fees for services provided to people with developmental disabilities. Other operating income comes from fundraising, grants, in-kind donations, and endowment funds. Camphill's average operating cost per resident is well below the national average for people with developmental disabilities who are served outside their family homes.

Capital needs are met through targeted fundraising campaigns that involve appeals to individual donors, private foundations, and corporations. Capital needs are directly linked with desired program outcomes and have typically related to expansion of services. For example, in the last two years, three communities have completed capital campaigns that have raised money for community centers, which provide greater opportunities for athletic, social, and therapeutic activities.

An additional layer of fiscal support for communities comes through the Camphill Foundation,

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individual community endowment campaigns, and the foundation's Endowment Fund, which addresses the long-range needs for operations, growth, and fiscal sustainability of Camphill communities in a time of major changes in health, education, and human service funding for people with disabilities.

Evaluation Summary or Plan

Quality of Life (QOL) is a key concept in the evaluation of services and living options for individuals with developmental disabilities. The Camphill Movement aims to make a contribution to the quest for Quality of Life by offering Intentional Community Living as an option, addressing some of the inherent weaknesses of other more conventional living options.

The Camphill AmeriCorps Education Award Program Camphill Association of North America aims to support Camphill communities and other lifesharing communities in the United States in providing Quality of Life for their members with disabilities, by enhancing Quality of Service and Organizational Capacities within those communities. The present study attempts to assess the overall Quality of Life experienced by members with disabilities of American Camphill communities, and to assess the contribution made by AmeriCorps participants towards the relevant Quality of Service features and Organizational Capacities. It does so as an internal evaluation with a mixed-method design, using focus groups to develop a Camphill Quality of Service (QOS) Questionnaire and a Camphill Organizational Capacities Questionnaire, based on the holistic concept of QOL developed by Renwick, Brown and Raphael (1994). In addition, it uses Brown, Renwick and Raphael's (1997) QOL Profile for Adults with Developmental Disabilities to assess Quality of Life in a stratified random sample of community members with disabilities. Results show that adults with disabilities experience a high level of QOL in Camphill communities. This compares favorably with results from other living options and suggests Camphill Intentional Community Living as an option, differentiated from and superior to large and small congregate care, and potentially combining some of the benefits of independent living and family living. AmeriCorps participants play a vital role in establishing a social fabric and contributing

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practically, thus making Intentional Community Living into a sustainable model.

They support healthy lifestyles by facilitating access to activities on the basis of personal relationships and the established culture of Camphill Communities, rather than formal employment. This contribution is made possible through the integration of the AmeriCorps program into the larger context of Intentional Community Living, created by a committed body of long-term community members with the experience and expertise to provide for those community-building, administrative and professional functions that cannot be carried by AmeriCorps members alone.

Amendment Justification

N/A

Clarification Summary

Programmatic Clarification Items 5/1/2011:

1. Criminal History Checks: Criminal history checks are conducted on all members, employees and other individuals who receive a salary, education award, living allowance, stipend or similar payment from the grant, regardless of whether these costs are coming from federal or non-federal share. For the Camphill AmeriCorps program, this includes Lauren Wolff the Camphill AmeriCorps Program Director and all AmeriCorps members.

Criminal history background checks include a search of statewide criminal history repositories and the National Sex Offender Public Website for all members and employees as described above. An FBI check is also required for members, employees or other individuals with recurring access to vulnerable populations. The Camphill AmeriCorps Program has reviewed and implemented the detailed description of the requirements found at: <http://www.nationalserviceresources.org/criminal-history>. The criminal history checks conducted for members and staff includes an FBI fingerprint check in

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addition to the state registry check and the NSOPR for anyone with recurring access to vulnerable populations.

2. National Performance Measures Healthy Futures: The Camphill AmeriCorps Program understands that as the H8 national performance measures is currently written, our program design is not sufficiently aligned to participate. The Camphill AmeriCorps Program has been in contact with Kelly Griffin from the Corporation to explore ways that we will be able to participate in a suitable national performance measure in the future.

3. Performance Measures - How gains are assessed: While the member supervisors are working from a common understanding of human development in each of the age groups, there has not been a rubric developed to ensure consistency of their judgments about gains, stability and setbacks. In Camphill communities, the status and progress of each person with developmental disabilities is discussed periodically in a group of staff, family members/advocates and the individual with developmental disabilities -- a group that would normally include the member supervisors who are now surveyed in order to answer the question. Should the Camphill Association be awarded a continuation grant, we will explore alternative data collection and/or data validation strategies to ensure consistency of these judgments. Some options include:

- * Forming a committee of member supervisors to develop a common rubric;
- * Developing a process to include the collection of this data element in the periodic reviews of status and progress of the individuals with disabilities;
- * Engaging independent experts to assess the status/progress of the individuals supported by AmeriCorps members.

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4. Expansion Requests: As explained in the clarification letter and budgetary call, no expansion requests will be granted. In 2007, the Camphill AmeriCorps Program had 80 MSY. At the time, we right-sized our program to 75 MSY, which is what we currently have now. In the 2009 program year, we had 100% enrollment and are on track for 100% enrollment this year. Unfortunately, the program is now in a growth mode and requested 100 MSY, both to offer members the opportunity to serve a third and fourth term and to expand the number of individuals with disabilities that we support. With the denial of the expansion request, the Camphill AmeriCorps Program will not be able to offer AmeriCorps positions to third or fourth year members. With the expansion request, we proposed expanding our intensive support to 90 children and 125 adults with developmental disabilities (215 individuals). With the denial in the request, we have modified that number to 200 individuals with developmental disabilities.

Programmatic Clarification Items (2009?):

1. Provide detail regarding the activity areas that members are assigned as noted in the application narrative and the amount of time spent on activities.

Members provide direct care support to individuals with developmental disabilities in the residence and program setting in four distinct realms: personal care/hygiene support, home life, work/classroom activities and social life. Many members are assigned to individuals requiring one-on-one care support. For personal care support, this includes most activities of daily living including: helping to bathe someone, toilet training, teeth brushing, dressing and medication administration. Members live with

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the individuals they are supporting and help to create a clean, safe and stable home environment. Activities include working with individuals on such household tasks as cleaning, laundry, grocery shopping and meal preparation. For example, a member might work side by side with an individual to help him or her select appropriate clothing for the day or lead a crew of people with DD in meal preparation. In addition to a primary focus on personal care support and home life, members also support individuals in work or classroom activity areas. Meaningful work is a key therapeutic component to life in a Camphill community. Each individual contributes as they can to the betterment of the community. AmeriCorps members support individuals with developmental disabilities to contribute through agricultural or craft workshops by working side by side to support the individual in his or her work to help them troubleshoot their work or stay on task. For example, members may work in the community garden leading a crew of individuals with DD to harvest, wash and distribute vegetables to the houses in the community. In the work realm, members may also transport residents to volunteer or employed jobs in the wider community. For members in our children's or two young adult communities, members may assist in the classroom as educational aides. If a member has a particular skill or knowledge to share, this instruction may occur in the classroom or social setting. In the past, we have had members leading classes in aerobic exercise, drumming and dance. Finally, members are also engage in providing social support to individuals with developmental disabilities through transportation to social functions such as dances, plays, and meetings of advocacy groups or Special Olympics. Members provide a vital service to Camphill; to have greater capacity to meet the individual needs and interests of residents being supported. In the past, members have allowed Camphill to have the capacity to bring members to more social events in the wider community and have more residents participate in groups such as Special Olympics.

The amount of time a member spends in each of the four support areas varies greatly by the member, depending on the individual needs of the residents they are providing direct support to. A number of

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our adult communities are increasingly dealing with elder care. Members working with young children and the elderly would be spending a far greater proportion of their time on personal care support and supporting the home life. A member working with a young adult preparing to leave Camphill would be focusing more on training the resident on developing independent living skills in the home and/or job coaching. All residents participate in all areas to varying degrees. Additionally, a member's duties will change over the course of the year due to changing community needs and/or members' interests or preference.

2. Please clarify the consultation process with California Commission and New Hampshire Commission.

We had a successful consultation process with both the California and the New Hampshire Commission. Letters of introduction and the recommended consultation form were completed and sent to all eight states that the Camphill AmeriCorps program has members. In the case of California, the letter was sent to Circe Olander who stated in the confirming email, "At this time there is nothing additional we need." In the case of New Hampshire, the original letter was sent to Tim Dupre. In a follow up phone call in January 2010, I spoke with Andrea Powers who requested that the documents be sent to her directly. In our conversation, she stated she would get back with me if further information was required. Since the request for clarification, I have contacted both Commissions and reconfirmed that we have successfully completed the consultation process.

3. Provide justification for increase in cost per MSY from the previous year.

Camphill Communities have been negatively impacted by the changing economic conditions. Costs have increased. For example, administrative costs -- such as a 17% increase in health insurance premiums

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reported by one community -- and cost of living increases, such as food and fuel costs have made maintaining the standard of living in the communities more expensive. At the same time funding sources, both in the form of state funding and donations, have decreased. Many communities have received reduced or delayed funding from the state. For example, in California, adult residential facilities -- which is how Camphill Communities California is licensed -- suffered a 10% across the board budget cut. Endowment income and donations have also decreased. One community reported a 20% drop in their donations from the previous year. All communities have had to take steps to reduce costs, by overall budget cuts or by cutting back on specific line items such as staff benefits and equipment purchases. The increase in MSY will provide additional funding for the Coworker Development Office, which administers the Camphill AmeriCorps Program, and allow the equivalent amount of funds to remain in the communities to cover their program costs.

4. Please clarify distinction in roles of members and staff given that the two work side by side in the program.

Although members work side by side with long-term coworkers (staff), they have distinct roles within the context of providing support to individuals with developmental disabilities. AmeriCorps members generally work in small group settings or one-to-one direct care in the four areas of support: personal care, home life, work/classroom work, and social life. Although long-term staff are also engaged with many of the above-mentioned areas of support, the distinction in roles lies in the level of their responsibility -- the AmeriCorps fulfills relevant practical day-to-day functions while staff fulfill administrative and supervisory functions. Staff provide supervisory guidance and coaching on how to provide personal care/hygiene support; identify needed supports for individuals and mobilize resources; communicate with residents' parents/family members. Staff serve as education and work program coordinators, community administrators; report on progress towards goals; oversee medication

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administration; lead classes, work areas, and households; develop curriculum and/or work projects; manage budgets; participate in long-range planning; and assist the community with a range of other administrative functions. Although there are clear roles and distinct realms of responsibility, AmeriCorps members are encouraged to take up leadership roles in some areas, such as outreach and supervision of visiting volunteers and groups in Camphill, organizing vacations with residents, training of new tasks in the house and work shop, artistic/cultural activities, and are encouraged to give input in all aspects of community life.

5. Non-supplantation is not explained. The narrative states to see Budget Adequacy section for this explanation but it is not provided.

"The Regional Office, which administers the C/AP, is currently funded by CANA and the NAC. Funding by CNCS contributes approximately 50% of the overall budget of the Regional Office." The remainder of the funding for the regional office comes from the communities in the form of dues. There is no federal funding used to fund the Regional Office, as there has never been an income stream of this type, there is no case for supplantation.

6. The need is not specific to the eight states or communities where the program will operate. Are there differences about these states which increase the need in that location? Please explain the unmet need within the target communities to be served by your program. Are your community members' needs representative of the needs of people with developmental disabilities in general?

"In the United States it is estimated that between seven and eight million people, about 3% of the population, experience intellectual disabilities." Developmental and intellectual disabilities cut across all socio-economic, racial and religious groups and individuals needing support are distributed evenly

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across the country. In addition, "The Bureau of Labor Statistics currently estimates the DSW (direct support worker) workforce at three million; projected demand will require an additional one million new positions by 2016." Camphill Communities helps to serve this national need in the eight states in which Camphill Communities operate and are representative of the needs of people with developmental disabilities in general. For example, the current waiting list of individuals who require services in Pennsylvania comprises 17,814 individuals as of April 2010, according to the Pennsylvania Disability Rights Network. The three Camphill sites in Pennsylvania are a critical component of that service provision.

7. The application narrative states there are weekly courses for member training. Provide detail regarding how the weekly courses are delivered to members at 12 sites.

"Weekly courses cover theoretical and practical dimensions of life at Camphill, such as basic safety (first aid, CPR, auto safety); human development, including illnesses and syndromes, sexuality, and abuse prevention; therapeutic value of crafts and agriculture; non-violent intervention training; and community process and working groups in the community." The weekly instruction for member training varies by community. In larger communities there is formal classroom instruction, usually from one and half to three hours, with a qualified instructor following a traditional class format of a lecture followed by group discussion. For example, in California, training comes in the form of weekly classroom instruction (3 hours per week); regular individual weekly tutorials with a mentor (1 hour/week); on-the-job training with close supervision from work supervisors; and regular group supervision in the form of staff meetings (1 hour/week). Instruction may also take the form of handouts, field trips to other facilities, discussion groups, role play, book/lecture studies guided by the instructor. In smaller communities, the member training may be less formal and take the form of house and workshop tutorials, one-on-one mentoring sessions and discussion in coworker meetings.

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8. Clarify how site supervisors are trained.

All site supervisors participate in an extensive site supervisor training. New site supervisors receive training in AmeriCorps benefits and prohibited activities, history of CNCS and AmeriCorps, the history of AmeriCorps, and all policies and procedures of the Camphill/AmeriCorps Program. Every site supervisor is provided with a Site Supervisor Handbook which is updated as needed or on an annual basis. Further training is provided during site monitoring visits, through conference calls and frequent communication with the Camphill/AmeriCorps Program Director. All site supervisor are well-versed in AmeriCorps Provisions including, but not limited to:

- * Member Eligibility and Document Requirements
- * AmeriCorps Benefits
- * Prohibited Activities
- * Grievance Procedures
- * Terms and Conditions of Operating Site Agreement
- * Life After AmeriCorps
- * Progress Reporting, Using AmeriCorps Evaluation Tools
- * Enrollments and End of Terms
- * Time Sheets
- * Annual Progress Report (APR)

9. Clarify what controls the applicant has in place to prohibit members from engaging in religious activities.

"Camphill is a spiritually based community and has multiple safeguards in place to ensure compliance

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with AmeriCorps rules on prohibited service activities. Allowable and prohibited activities are outlined in the C/AP orientation packet, the Member handbook, and community handbook, designating what can and cannot be considered AmeriCorps service time. Members sign a document that outlines prohibited activities as part of their Member contract. Explicit language states that 'Members can freely choose to participate in spiritual activities on their own time and of their own free will.' The policy further states that any such participation may not be counted as a service hour. The topic is addressed at length during the AmeriCorps orientation. Site supervisors review the weekly time sheets to confirm that no prohibited activities are being recorded as service hours. The program director regularly verifies understanding of and compliance with the policy through member interviews during site visits."

As the purpose of the Camphill/AmeriCorps program is the direct care support of individuals with developmental disabilities, members may be asked to support someone with a disability in participating in activities to enhance the developmentally disabled person in their own spiritual life. For that reason, the policy in both the site supervisor handbook and the member handbook is quite detailed and includes many examples to help members and staff clarify what is and is not a prohibited activity. In recognition that this role of direct support provider in a spiritual realm may not be acceptable to all AmeriCorps members, the policy goes on to state that "all communities recognize the right of each AmeriCorps member to freely participate in the spiritual life of the community. All AmeriCorps members may freely choose to participate or not participate in Bible Evenings, morning verse, services, religious plays or other religious activities. Their participation is solely on a personal voluntary basis (i.e. free will) and on their own time (i.e not an AmeriCorps hour) regardless of whether or not they are supporting a person with a developmental disability. Communities must ensure there are proactive approaches of communication with members, either through conversations with mentors, householders, site supervisors, etc., to a) make sure they understand their right of non-participation in spiritual activities and b) they are comfortable with their current level of participation." In addition to detailed language

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outlining the Camphill/AmeriCorps Program's policy on member's participation in prohibited activities in both member and administrative documents, meetings have been held with senior staff in each community to fully review this policy and make sure it is enforced. During every site monitoring visit, the Camphill/AmeriCorps Program Director interviews AmeriCorps members to make sure there is a clear understanding of the prohibited activity policy and there is a living culture of voluntary participation in the spiritual life of the community. Since this policy has been put in place, there have been no complaints by members or issues regarding this policy.

10. Clarify how eGrants attributed to the decline in member enrollment in previous years.

"In the 2008-9 program year, the enrollment rate dropped to 88.6% from our more typical enrollment rate of between 97 -- 100% in previous years. The decline in enrollment was directly due to challenges with the new eGrants recruitment system." During the spring and summer of 2008, many sites had various technical problems with the new eGrants recruitments system. These included not having the site's service opportunities visible to potential applicants, not having the service opportunity show that the site is accepting applications and sites not receiving notification of application submissions. We worked intensively with Denise Yeager to solve the myriad of technical issues, but were not able to accept the normal level of AmeriCorps members in the necessary timeframe for our program. These technical issues have been resolved and we are on track for 100% enrollment in the current 2009-10 year.

11. Explain the program policy around service hours given the residential model of the proposed design. Furthermore, clarify members' on-site accommodation in relation to the living allowance.

As stated in the Member Handbook, the program policy around service hours states, "As you are living

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and working at your service site, completing timesheets can be a bit challenging. As you are living at your service site, it is important to make clear distinctions as to what can and cannot be counted as a direct service hour. Direct service hours are hours that you provided direct care support to individuals with developmental and other disabilities. Although many activities help to support the community as a whole, either directly or indirectly, only those hours that involve direct care support for individuals with development disabilities can be counted towards your AmeriCorps time. For example, if you wake up in the morning, have breakfast with your house, discuss plans for the day, help clean up the kitchen, go to a community-wide gathering, and then go on to your morning workshop, your AmeriCorps time tracking would begin with your arrival at the workshop. If you wake up in the morning and helped someone else get dressed and ready for the day, or cook breakfast for your house, that time would be counted as an AmeriCorps hour. A good rule of thumb is if you are doing an activity without people with developmental disabilities, you are probably not providing direct care support and that activity should not be counted as an AmeriCorps hour. If you have any questions regarding what is or is not a service hour, please ask your site supervisor. Please note: As a rule, meals and rest hours are not considered AmeriCorps direct service hours."

Members live in a house with long-term coworkers and residents with developmental disabilities. Members have their own bedroom, but share the rest of the house using a common bathroom, kitchen and laundry facilities. An equivalent accommodation would be renting a room in a private residence. We have estimated that renting a room would be no more than \$500/month or \$6,000/year in any of the geographic regions of the Camphill Communities. With that housing estimate and the small living allowance that is provided, we can give a clear assurance that we do not exceed the maximum allowed for the living allowance.

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Performance Measurement:

1. The application indicates you have chosen to Opt-In to Priority Area Healthy Futures, but the application does not clearly demonstrate that the program meets the definition of a Healthy Futures priority area.. Please see the definition of "Healthy Futures" from the Serve America Act (http://www.rules.house.gov/111/LegText/111_hr1388_samnd.pdf) and then explain how your program meets this definition through the activities of members.

AmeriCorps members are helping to meet unmet health needs within communities by providing direct care support to individuals with developmental disabilities. As stated in the Compelling Community Need section of the application, there is a significant shortage of direct care support workers across the country with greater shortages anticipated in the future. The developmentally disabled population experience "high rates of poverty, abuse and unemployment." With both of these facts in mind, the population that the Camphill AmeriCorps program serves can be classified as both economically disadvantaged and medically underserved. The Camphill AmeriCorps Program supports the Healthy Futures Priority Area by "assisting economically disadvantaged individuals in navigating the health service system" and "assists individuals in obtaining access to health services" by providing direct care support services. The Healthy Futures Corps indicators that the Camphill AmeriCorps members serve is best described as "access to health services among economically disadvantaged individuals and individuals who are members of medically underserved populations."

Continuation Changes

Member Expansion

The Camphill AmeriCorps Program began in 2001 with a grant for 20 MSY. Over the years, we have grown, to 40 MSY in 2004 and to 80 MSY in 2007. With the increase in Members, we have expanded our capacity in terms of sites and the number of individuals served. Our current grant is for 75 MSY.

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For year 2 and year 3 of our grant, we are requesting to expand to 100 MSY. This will enable us to continue to increase the number of individuals receiving support and focus on quality of care by expanding our retention efforts to third and fourth year AmeriCorps members.

There is no doubt that an expansion would allow us to serve and support more people with developmental disabilities. Currently, AmeriCorps members are providing support to 450 people with developmental disabilities. In the last grantee progress report, we exceeded our target and served 497 people with developmental disabilities. With the increased number of members, we would be able to expand our service to consistently support 520 people through a combination of an increased number of day program participants and permanent residents.

AmeriCorps members allow Camphill to better respond to challenges regarding quality of life issues for individuals with developmental disabilities. Camphill maintains a high ratio of members to individuals with developmental disabilities in order to meet its service goal of providing intensive support for activities of daily living, one-on-one job coaching and skill-building. Currently, AmeriCorps members provide intensive support to 75 children and young adults with developmental disabilities and 75 adults with developmental disabilities. With the increased number of AmeriCorps members, we would be able to increase that number to 90 children and young adults with developmental disabilities and 125 adults with developmental disabilities.

Currently, approximately 40% of our members -- about 30 people -- continue on to serve a second term in our program. Additionally, a growing percentage of our members are already in their second year, having served their first year in a different program. Currently, our program model is structured so that we only have slots available for first and second year members. The Serve America Act paved the way for AmeriCorps members to serve additional terms. Now that the Rulemaking has made it possible for

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AmeriCorps members to serve up to four terms in State and National Programs, we would like to expand our program to take advantage of this policy change. As continuity of care is so important to the care and support of individuals with developmental disabilities, we would like to be able to offer a third and fourth term to members wanting to continue their service experience. By being able to offer members additional terms, we believe we will be able to continue to expand our retention of members and continue to improve the quality of care provided to the children and adults with developmental disabilities that we support.

The expansion members would be focusing on the same needs and activities outlined in the original application.

The Camphill AmeriCorps program has consistently gone through incremental increases in the size of its AmeriCorps program, generally doubling in size with each grant. With each successful grant we have demonstrated the organization capacity to support these expansions. We do not anticipate any issues with the organizational capacity to effectively run the program at this size.

Budget Changes

The Camphill AmeriCorps Program is not requesting an increase in the cost per MSY, but by increasing the number of participants from 75 to 100 MSY, the budget will increase to \$80,000.00

Enrollment and Retention

Our total enrollment for the 2009-10 program year was 100%. We are slightly more than halfway

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through our current program year with enrollment of 77% and the program is on target to for full enrollment.

Retention rates are strong with 91% of the enrolled members exiting with an award in the '08-'09 year and 94% anticipated for the current '09 -- '10 year. Although we didn't retain 100% of our awarded slots, this seems to be a high retention rate considering the unique and demanding nature of our program. Although a number of members each year determine that Camphill is not a suitable placement, a significant number of our members continue on for a second year. Of the 73 Members in the 2009-10 program year who are active or who have exited with an award, 15 (21%) were in their second year. Additionally, 14 (19%) are already serving a second year in the 2010-11 program year. This trend of 40% of members doing a second year has been consistent for a few years now.

Performance Measure Changes

Changes have been made to those performance measures related to the direct care support of individuals with developmental disabilities as described in the Member Expansion section above.

The Camphill AmeriCorps Program would like to support the efforts for national performance measures by participating in the national performance measures in the Healthy Futures Focus Area. If it is determined to be a good match, we would participate in H8, "Number of homebound OR older adults and individuals with disabilities receiving food, transportation, or other services that allow them to live independently." It is a question as to whether our program would qualify as our residents are in a supported living environment.

State Consultation

Narratives

As a National Direct program, we introduce ourselves each year to the relevant State Commissions, providing contact information for the sites in their states and offering to participate in annual needs-assessment and training-plan development activities. The corresponding State Commissions are included on the community's mailing list and invited to relevant trainings and events. The C/AP made multiple attempts to reach all eight states in which we have members. Letters of introduction and the recommended consultation form were completed and sent to each of the eight State Commissions. Some states, such as California, had a separate online procedure that we followed. Follow-up phone calls were made to those commissions that did not respond to the original emails. In most cases, we received an acknowledgment that we had met the consultation requirement and would be contacted if further dialogue was required.

Performance Measures

SAA Characteristics

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

Priority Areas

- Education
Selected for National Measure
 Environmental Stewardship
Selected for National Measure
 Economic Opportunity
Selected for National Measure
 Healthy Futures
Selected for National Measure
 Veterans and Military Families
Selected for National Measure
 Other
Selected for National Measure

Grand Total of all MSYs entered for all Priority Areas 67.5

Service Categories

- Mental Retardation Primary Secondary
Other Human Needs Primary Secondary

Supporting People with Developmental Disabilities: ADL Support Children and Adults

Service Category: Other Human Needs

Measure Category: Needs and Service Activities

Strategy to Achieve Results

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

Members actively give intensive support ' either one-to-one or small groups ' to 200 children and adults with developmental disabilities for at least six hours a day for five days per week in every day life throughout the service year. Members give support in four main areas:

1. Personal care support: Assisting in activities of daily living such as bathing, dressing, and feeding).

2. Workshop/Job Coaching/Classroom support: Teaching and assisting people to learn and sustain tasks in workshops, job coaching or in the classroom.

3. Home life: Working side by side with people to support in the performance of daily house chores such as cooking and cleaning.

4. Social Life: Supporting individuals in engaging in social interactions through helping conversations, setting up opportunities to meet (transport, venue preparation), communication support, and

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

facilitating cultural and social evenings in the house communities.

In addition, please refer to the activity statement in the previous performance measure and the member activities in the narrative portion of the application.

Result

Result: Output

Output Result: People with developmental disabilities will receive intensive support ' one on one or in small groups and large groups ' in the homes and workplaces/classrooms on a daily basis.

Indicator: People with developmental disabilities served.

Target: At least two hundred (200) children and adults with developmental disabilities will receive intensive support on a daily basis in everyday life activities.

Target Value: 200

Instruments: Documentation Instruments: weekly tracking sheets showing hours and support activities.

PM Statement: Two hundred (200) children and adults with developmental disabilities will receive intensive support, one on one or in small groups and large groups, in the homes and classroom/workplace on a daily basis.

Prev. Yrs. Data

Result: Intermediate Outcome

Children and adults with developmental disabilities will show gains in areas of home and work activities.

Indicator: People with developmental disabilities served.

Target: Supervisors report that 40% of the 200 children and adults with developmental disabilities will show at least a little gain in a minimum of two out of four identified areas of support: Personal care, Workshop/Classroom, Home Life and Social Life.

Target Value: 40%

Instruments: Documentation Instrument: Post Supervisor Surveys.

PM Statement: Adults with developmental disabilities will show gains in areas of home and work activities. Supervisors report that 40% of the 200 children and adults with developmental disabilities will show a little gains in a minimum of two out of four identified areas of support: Personal care, Workshop, Home Life and Social Life.

Prev. Yrs. Data

Result: Intermediate Outcome

Children and adults with developmental disabilities will maintain stability in areas of social life, personal care, home care and classroom/work activities.

Indicator: People with developmental disabilities served.

Target: Supervisors report that 75% of the 200 children and adults with developmental disabilities will maintain stability in a minimum of two out of four identified areas of support: Personal care,

Result: Intermediate Outcome

Classroom/Workshop, Home Life and Social Life.

Target Value: 75%

Instruments: Documentation Instrument: Post Supervisor Surveys.

PM Statement: Summary: Children and adults with developmental disabilities will maintain stability in areas of social life, personal care, home care and classroom/work activities.

Supervisors report that 75% of the 200 children and adults with developmental disabilities will maintain stability in a minimum of two out of four identified areas of support: Personal care, Classroom/Workshop, Home Life and Social Life.

Prev. Yrs. Data

Required Documents

Document Name

Status

Evaluation

Already on File at CNCS

Labor Union Concurrence

Not Applicable