

PART I - FACE SHEET

APPLICATION FOR FEDERAL ASSISTANCE		1. TYPE OF SUBMISSION: Application <input checked="" type="checkbox"/> Non-Construction														
Modified Standard Form 424 (Rev.02/07 to confirm to the Corporation's eGrants System)																
2a. DATE SUBMITTED TO CORPORATION FOR NATIONAL AND COMMUNITY SERVICE (CNCS): 01/25/11	3. DATE RECEIVED BY STATE:	STATE APPLICATION IDENTIFIER:														
2b. APPLICATION ID: 11ED125745	4. DATE RECEIVED BY FEDERAL AGENCY: 01/25/11	FEDERAL IDENTIFIER: 10EDHDC001														
5. APPLICATION INFORMATION																
LEGAL NAME: Rebuilding Together, Inc DUNS NUMBER: 126495217	NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes): NAME: Jessica Oh TELEPHONE NUMBER: (202) 680-0544 FAX NUMBER: (202) 483-9081 INTERNET E-MAIL ADDRESS: JOh@rebuildingtogether.org															
ADDRESS (give street address, city, state, zip code and county): 1899 L Street NW, Suite 1000 Washington DC 20036 - 3810 County: District of Columbia																
6. EMPLOYER IDENTIFICATION NUMBER (EIN): 521585880	7. TYPE OF APPLICANT: 7a. Non-Profit 7b. Community-Based Organization National Non-Profit (Multi-State)															
8. TYPE OF APPLICATION (Check appropriate box). <input type="checkbox"/> NEW <input type="checkbox"/> NEW/PREVIOUS GRANTEE <input checked="" type="checkbox"/> CONTINUATION <input type="checkbox"/> AMENDMENT If Amendment, enter appropriate letter(s) in box(es): <input type="text"/> <input type="text"/> A. AUGMENTATION B. BUDGET REVISION C. NO COST EXTENSION D. OTHER (specify below):	9. NAME OF FEDERAL AGENCY: Corporation for National and Community Service															
10a. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER:94.006 10b. TITLE: AmeriCorps Fixed Amount Grant	11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT: Rebuilding Together CapacityCorps 11.b. CNCS PROGRAM INITIATIVE (IF ANY):															
12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc): States: AZ, CA, CO, FL, IA, IL, LA, MN, MD, MO, NC, NJ, NM, NY; OH, OK, PA, VA, WA. Cities: Phoenix, AZ; Los Angeles, CA; San Francisco, CA; Redwood City, CA; Sacramento, CA; Oakland, CA; Santa Ana, CA; San Jose, CA; Fort Lauderdale																
13. PROPOSED PROJECT: START DATE: 08/01/11 END DATE: 07/31/13	14. CONGRESSIONAL DISTRICT OF: a.Applicant <input type="text" value="DC 001"/> b.Program <input type="text" value="DC 001"/>															
15. ESTIMATED FUNDING: Year #: <input type="text" value="2"/>	16. IS APPLICATION SUBJECT TO REVIEW BY STATE EXECUTIVE ORDER 12372 PROCESS? <input type="checkbox"/> YES. THIS PREAPPLICATION/APPLICATION WAS MADE AVAILABLE TO THE STATE EXECUTIVE ORDER 12372 PROCESS FOR REVIEW ON: DATE: <input checked="" type="checkbox"/> NO. PROGRAM IS NOT COVERED BY E.O. 12372															
<table border="1" style="width: 100%; border-collapse: collapse; font-size: x-small;"> <tr><td style="width: 20%;">a. FEDERAL</td><td style="text-align: right;">\$ 769,730.00</td></tr> <tr><td>b. APPLICANT</td><td style="text-align: right;">\$ 0.00</td></tr> <tr><td>c. STATE</td><td style="text-align: right;">\$ 0.00</td></tr> <tr><td>d. LOCAL</td><td style="text-align: right;">\$ 0.00</td></tr> <tr><td>e. OTHER</td><td style="text-align: right;">\$ 0.00</td></tr> <tr><td>f. PROGRAM INCOME</td><td style="text-align: right;">\$ 0.00</td></tr> <tr><td>g. TOTAL</td><td style="text-align: right;">\$ 769,730.00</td></tr> </table>	a. FEDERAL	\$ 769,730.00	b. APPLICANT	\$ 0.00	c. STATE	\$ 0.00	d. LOCAL	\$ 0.00	e. OTHER	\$ 0.00	f. PROGRAM INCOME	\$ 0.00	g. TOTAL	\$ 769,730.00	17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT? <input type="checkbox"/> YES if "Yes," attach an explanation. <input checked="" type="checkbox"/> NO	
a. FEDERAL	\$ 769,730.00															
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e. OTHER	\$ 0.00															
f. PROGRAM INCOME	\$ 0.00															
g. TOTAL	\$ 769,730.00															
18. TO THE BEST OF MY KNOWLEDGE AND BELIEF, ALL DATA IN THIS APPLICATION/PREAPPLICATION ARE TRUE AND CORRECT, THE DOCUMENT HAS BEEN DULY AUTHORIZED BY THE GOVERNING BODY OF THE APPLICANT AND THE APPLICANT WILL COMPLY WITH THE ATTACHED ASSURANCES IF THE ASSISTANCE IS AWARDED.																
a. TYPED NAME OF AUTHORIZED REPRESENTATIVE: Jessica Oh	b. TITLE: Sr. Director, National Service Programs	c. TELEPHONE NUMBER: (202) 680-0544														
d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:		e. DATE SIGNED: 04/29/11														

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Executive Summary

The Rebuilding Together CapacityCorps is a high-impact National AmeriCorps program aimed at improving the impact, effectiveness, and sustainability of Rebuilding Together programs so they may rebuild additional homes for low-income homeowners in need. Sixty-five full-time members serve at 31 Rebuilding Together affiliate operating sites in 19 states. Rebuilding Together CapacityCorps members build capacity by: recruiting and managing volunteers, performing direct home repairs, conducting client outreach, building community partnerships and creating new programs.

Rationale and Approach

By 2025, the elderly population in the United States is expected to double from 34 million to nearly 70 million. A 2005 HUD report on Elderly Housing Consumption notes that this growth in the aging population will pose significant challenges for the existing housing stock of this country and baby boomers who desire to age-in-place. The majority of seniors own their own homes (81%), and for low-income homeowners, their home is often their largest asset and protection from financial insecurity. Unfortunately, the rapidly aging US housing stock was not designed to meet the needs of the elderly and individuals with disabilities.

The Low-Income Homeownership Crisis

According to HUD's Trends in Worst Case Housing Study in 2003, one out of every seven low-income families live in unsafe, substandard housing with severe physical deficiencies. Inaccessible entrances, unsafe bathrooms, leaky pipes and roofs, and uneven floors create critical safety hazards. Unsafe conditions dramatically increase the likelihood of suffering an injury at home while performing the basic activities of daily living, and conditions such as lack of hot water or lack of heating exacerbate health problems. According to the CDC, "among older adults, falls are the leading cause of injury deaths and are also the most common cause of nonfatal injuries and hospital admissions for trauma." Injuries sustained from senior falls cost the U.S. 19.2 billion each year, a number that will rise as the baby

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boomer population ages over the coming decades.

Currently, Americans spend over \$160 billion each year on home energy bills, about 5% of the median household's budget. Low-income households spend more than triple the average energy budget (16%), some as much as 35%. Older Americans are disproportionately affected by higher energy costs due to their fixed incomes. Since 2006, unprecedented jumps in the cost of heating oil, propane, natural gas, and electricity have created an energy-cost crisis in our nation's low-income households. The current economic crisis has exacerbated an already critical situation, as fixed incomes are stretched to meet rising costs for energy, healthcare, food and transportation.

These needs have real costs to the American economy - and to the health and welfare of our nation's elderly and individuals with disabilities. Homeownership preservation through aging-in-place, energy efficiency and home modification services is an often under-utilized strategy of affordable housing for low-income elderly and disabled individuals. Preserving homeownership is cost effective and respects elderly homeowners' wishes to remain in their homes and communities rather than live in unaffordable and undesirable nursing home facilities.

Rebuilding Together's Solution

Rebuilding Together (RT for the remainder of this proposal) was born out of a fundamental belief that all people deserve to live in safe and decent housing. The mission of Rebuilding Together is to bring volunteers and communities together to improve the homes and lives of low-income homeowners by performing critical home modifications and repairs. Rebuilding Together's work mitigates critical risks for elderly and disabled homeowners and serves those with the fewest resources and least capacity for self-help by providing services free of charge.

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Rebuilding Together is unique in the field of low-income housing and construction nonprofits in that RT specifically rehabilitates existing, owner-occupied homes. Mobilizing community volunteers to come together to rebuild homes inspires community spirit and renewal that has a domino effect in community revitalization. Homeownership is central to the American dream; preserving homeownership for families who have worked hard to achieve the American dream is essential to rebuilding communities. Keeping older residents in their homes has a stabilizing effect on neighborhoods, preserves elderly and disabled individuals' social networks and preserves the historical/cultural identity of communities.

While the green movement has only gained momentum in the past few years, RT affiliates have been utilizing green practices -- and providing energy efficiency repairs and green home rehabilitation -- since our founding over 20 years ago. We believe that home repair and rehabilitation are inherently green and are a key strategy in reducing energy consumption. Through the repairs the Rebuilding Together CapacityCorps (RT CC) members will make, homeowners will save money on utility bills, thrive in cleaner home environments and be better able to afford other essential needs.

The low-income homeowners Rebuilding Together serves typically live in older, deteriorating housing stock lacking in energy upgrades. Home energy upgrades are cost effective, reduce reliance on Low Income Home Energy Assistance Programs (LIHEAP) and other energy assistance programs, and result in lower rates of utility bill nonpayment, utility emergency calls, dangerous service shut-offs and play an important role in reducing residential energy consumption.

Three areas of critical and growing need are of particular importance to engaging AmeriCorps members in preserving affordable homeownership -- 1) providing energy efficiency repairs/weatherization; 2) serving disabled veterans and 3) rebuilding the affected Gulf Coast after Hurricane's Katrina, Rita, Gustav and Ike.

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Documentation of Community Need

In addition to the existing, well-performing CC operating sites in YR 1 and 2 of RT CC program operation, select additional RT affiliates were invited in fall 2009 to submit formal applications to become RT CC operating sites. Many recurring themes of community need emerged: RT affiliates have long waiting lists to serve homeowners; local government agencies have requested assistance from RT affiliates to meet community needs; inner-city neighborhoods and central cities have rapidly aging populations and seriously deteriorating WWII-era or older housing stock; and many of the clients served are both elderly and disabled in need of critical energy efficiency and accessibility repairs to live safely.

All RT affiliates measure "low-income" and "very low-income" by Census and HUD data on median family income (MFI) and area median income (AMI). The proposed operating sites serve very low-income to low-income households and individuals with incomes less than 50% of AMI for their state.

Individual Community Need Documented through US Census Data:

Acadiana, LA - 12.8% of the population are seniors over the age of 60; 15.6% of the 65 + population are in poverty --of these, 28.9% are living alone in poverty; 44.6% are both elderly and have a disability; 15.4% of households have incomes under \$20,000.

Albuquerque, NM -- 15.5% of the population are seniors over the age of 60; 9.3% of the 65 + population are in poverty --of these, 14.7% are living alone in poverty; 42.9% are both elderly and have a disability.

Alexandria, VA -- 12.1% of the population are seniors over the age of 60; 9.5% of the 65 + population are in poverty --of these, 14.4% are living alone in poverty; 38.8% are both elderly and have a disability.

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Arlington/Fairfax/Falls Church, VA - 12.4% of the population are seniors over the age of 60; 8.3% of the 65 + population are in poverty --of these, 11.8% are living alone in poverty; 37.1% are both elderly and have a disability.

Aurora, IL - 8.5% of the population are over the age of 60; 15.6% of the 65 yr. + population is living in poverty; 14.7% are elderly living alone in poverty, 35.2% of the over 60 population are both elderly and disabled.

Baltimore, MD - 16.5% of the population are over the age of 60; 17.3% of the 65 yr. + population are living in poverty -- of these, 26% are the elderly living alone in poverty; 49.2% are both elderly and disabled.

Bergen County, NJ-- 19.7% of the population are over the age of 60; 13.7% of the 65 years or older population are living in poverty; 10% are elderly living alone in poverty; 12% of households have incomes under \$20,000; 80.6% of veterans are over the age of 55.

Calcasieu Parish, LA -- 15.8% of the population are over the age of 60; 14.2% of the 65+ population are living in poverty - of these, 25.3% are living alone in poverty; 53.5% are both elderly and have a disability.

Colorado Springs, CO - 12.8% of the population are seniors over the age of 60; 7.9% of the 65 + population are in poverty --of these, 15.1% are living alone in poverty; 40.6% are both elderly and have a disability.

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Central Alabama, AL -- 15.3% of the population are seniors over the age of 60; 13.4% of the 65 + population are in poverty --of these, 21.2% are living alone in poverty; 46.1% are both elderly and have a disability.

Dallas, TX -- 11.4% of the population are seniors over the age of 60; 13.1% of the 65 + population are in poverty --of these, 20.3% are living alone in poverty; 43.8% are both elderly and have a disability.

Dayton, Ohio - 15.2% of the population are over the age of 60; 15% of the 65+ population are living in poverty -- of these, 28.6% are living alone in poverty; 40% are both elderly and have a disability.

Des Moines, IA - 15.8% of the population are over the age of 60; 10.8% of the 65+ population are living in poverty -- of these, 13.2% are living alone in poverty; 45.7% are both elderly and disabled.

Dutchess County, NY -- 15.9% of the population are seniors over the age of 60; 6.5% of the 65 + population are in poverty --of these, 12.7% are living alone in poverty; 35.0% are both elderly and have a disability.

Columbus, OH - 14.7% of the population are over the age of 60; 4.8% of the 65+ population are living in poverty; 48% of grandparents are raising at least 1 grandchild; and 38.9% of this population are both elderly and disabled.

Houston, TX -- 11.4% of the population are seniors over the age of 60; 14.3% of the 65 + population are in poverty --of these, 21.2% are living alone in poverty.

Kent County, MD - 24.4% of the population are seniors over the age of 60; 9.3% of the 65 + population

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are in poverty --of these, 16.5% are living alone in poverty; 38.2% are both elderly and have a disability.

Lincoln County (Boothbay Harbor), ME - 23.3% of the population are seniors over the age of 60; 9.5% of the 65 + population are in poverty --of these, 17.3% are living alone in poverty; 40.6% are both elderly and have a disability; 12% of households have incomes under \$20,000.

Montgomery County, MD - 16.6% of the population are over the age of 60; 6.7% of the 65 years + are living in poverty; 10.1% are elderly and living alone in poverty; 32% are both elderly and have a disability; and 67.9% of veterans are over 55.

Nashville, TN -- 14.7% of the population are seniors over the age of 60; 10.8% of the 65 + population are in poverty --of these, 19.2% are living alone in poverty; 46.4% are both elderly and have a disability; 14.3% of households have incomes under \$20,000.

New Orleans, LA - 19% of the population are over the age of 60; 19.3% of the 65 + population are living in poverty -- of these, 30.6% are living alone in poverty; 43.5% are both elderly and have a disability; 32.9% of households have incomes under \$20,000.

North Central FL (Gainesville), FL - 12.3%of the population are seniors over the age of 60; 9.5% of the 65 + population are in poverty --of these, 14.8% are living alone in poverty; 41.4% are both elderly and have a disability; 26.7% of households have incomes under \$20,000.

Oakland, CA -- 13.6% of the population are seniors over the age of 60; 13.1% of the 65 + population are in poverty --of these, 18.8% are living alone in poverty; 49.5% are both elderly and have a disability; 19.8% of households have incomes under \$20,000.

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Oklahoma City, OK -- 15.1% of the population are seniors over the age of 60; 9.2% of the 65 + population are in poverty --of these, 16.7% are living alone in poverty; 44.7% are both elderly and have a disability; 14.5% of households have incomes under \$20,000.

Omaha, NE -15.3% of the population are seniors over the age of 60; 9.9% of the 65 + population are in poverty --of these, 18.9% are living alone in poverty; 36.9% are both elderly and have a disability; 14% of households have incomes under \$20,000.

Orange County, CA -13.3 % of the population are seniors over the age of 60; 38.3% are both elderly and have a disability; 9.5% of families live below the poverty level; and 10.6% of grandparents are responsible for the care of their grandchildren.

Philadelphia, PA -- 17.9% of the population are seniors over the age of 60; 16.9% of the 65 + population are in poverty --of these, 25.8% are living alone in poverty; 47.4% are both elderly and have a disability; 23.5% of households have incomes under \$20,000.

Phoenix, AZ -- 15.2% of the population are over the age of 60; 7.4% of the 65+ population are living in poverty- of these, 13.5% are living alone in poverty; 37% are both elderly and have a disability; and 31% spend over 30% of income on housing costs.

Pittsburgh, PA -- 20.2% of the population are seniors over the age of 60; 13.5%% of the 65 + population are in poverty --of these, 21.9% are living alone in poverty; 44.0% are both elderly and have a disability; 27.5% of households have incomes under \$20,000.

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Sacramento, CA - 14.6% of the population are over the age of 60. Of this group 6.6% of the 65 yr. + population are living in poverty- of these, 13.8% are living alone in poverty; 42.8% are both elderly and have a disability; 20% of households have incomes below \$20,000; and 61.7% of veterans are over the age of 55.

St. Louis, MO -- 18.1% of the population are over the age of 60; 17.4% of the 65+ population are living in poverty; of these; 23.6% are the elderly living alone in poverty; 48.9% are both elderly and have a disability; 22.1% of households have incomes under \$20,000.

San Angelo, TX -17.6% of the population are seniors over the age of 60; 12.6% of the 65 + population are in poverty -- of these, 25.4% are living alone in poverty; 44% are both elderly and have a disability; and 60.5% of veterans in this community are over the age of 55.

San Francisco, CA -- 17.6% of the population are seniors over the age of 60; 10.3% of the 65 + population are in poverty --of these, 15.5% are living alone in poverty; 44.1% are both elderly and have a disability; 14.8% of households have incomes under \$20,000.

San Jose, CA -- 12.9 % of the population are over the age of 60 - of these, 12.7% are the elderly living alone in poverty; 39.5% are both elderly and disabled; 26% are responsible for at least 1 grandchild, and 63.9 % of veterans are over 55.

San Mateo County, CA -- 16.4% of the population are over the age of 60; 7.5% of the 65+ population are living in poverty -- of these, 9.1% are living alone in poverty.

Tacoma, WA - 16.3% of the population are over the age of 60; 13.4% of the 65+ population are living in

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poverty - of these 17.3% are living alone in poverty; 49% are both elderly and have a disability.

Tampa, FL - 16.0% of the population are seniors over the age of 60; 15.1% of the 65 + population are in poverty --of these, 26% are living alone in poverty; 47.8% are both elderly and have a disability.

Tulsa, OK -- 16.4% of the population are seniors over the age of 60; 9.6% of the 65 + population are in poverty --of these, 16.2% are living alone in poverty; 41.7%% are both elderly and have a disability.

Twin Cities, MN-- 12.9% of the population are over the age of 60; 13.6% of the 65 years or older population are living in poverty; 44.8% are both elderly and have a disability.

Program Description & Member Activities

The Rebuilding Together CapacityCorps (RT CC) will be an Individual Site/Scattered Site Program Model, in which 40 select RT affiliates will serve as operating sites. The proposed program would have 70 FT 1700 hour slots, with the majority of sites hosting one to three AmeriCorps members. The member's term of service will be eleven months, with year one beginning August 2010-July 2011. The critical nature of the growing need for energy efficiency repairs and home modification services, and the breadth and depth of AmeriCorps members' capacity building activities will require full-time member service positions. In addition, the intense skill training, leadership and professional development immersion that will occur in the service environment will lend itself to full-time service positions.

Rebuilding Together is a grassroots, community-based network comprised of 204 nonprofits with their own 501(c) (3) determinations that are focused on providing services that meet individual community need, rather than using a one-size fits all approach. CC members will serve at select RT affiliates that have met established selection criteria, have documented need, and offer AC positions that are value-

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added, sustainable and expand services to serve additional low-income homeowners in need. The size, capacity, and grassroots nature of RT affiliates' favors high-impact, individual to small team placements that will substantially increase RT's capacity to meet unmet community needs in 23 states across the country.

Due to the very grassroots nature of the operating sites, the vast majority of the activities CC members will engage in have never had a staff position or a volunteer in these roles in the past. More than 85% of the proposed operating sites have less than 10 staff; more than 50% have less than 5 staff. While RT partners with over 200,000 volunteers a year, the vast majority of volunteers are direct, hands-on, episodic rebuilding volunteers, rather than capacity building volunteers.

The CC program will have a centralized program management structure with the RT National Office acting as the parent organization, with no funds sub-granted to operating sites. Key affiliate staff such as Executive Directors and Program Managers will serve as high-quality local site supervisors providing day to day supervision. RT's National Office will implement and oversee the program, ensuring that all requirements are met and that members serve in high-impact, satisfying service positions. By design, CC members will receive a living allowance just above the federal poverty level to further inform their service experience; to be low-income while serving low-income homeowners will give members a critical sensitivity and cultural/economic understanding that will be essential to working with low-income elderly and disabled households.

All CC member service activities fall under the umbrella of "capacity building - defined as a process that helps a program or organization enhance its mission, strategy, skills, systems, infrastructure, and human resources to better serve community needs." The CC activity areas are directly aligned with the need to build and strengthen various types of community involvement to create sustainable

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infrastructure to address unmet community needs for critical repairs for low-income elderly and disabled homeowners. The member activities align with these needs and cluster in five main activity areas listed below with sample member activities for each:

Energy Efficiency Upgrades/Weatherization: CC Members will perform direct energy efficiency and weatherization repairs; conduct internal "green audits" of affiliates; develop sustainable energy efficiency programs; and train low-income homeowners on efficient energy practices to reduce energy consumption.

Volunteer Recruitment and Management: CC members will create and implement sustainable volunteer recruitment, orientation, training, evaluation, data collection, communication, recognition and retention systems, and will expand the diversity, range of skills and impact of community-based volunteers.

Client Outreach: CC members will implement targeted outreach plans for hard-to reach populations with low-mobility. Members will conduct presentations in the community, form referral partnerships with community-based agencies and develop outreach tools.

Direct Repairs/Construction/Project Implementation: CC members will perform direct home modification, home repair, emergency repairs, energy efficiency, fall prevention, fire prevention services for low-income homeowners. Members will develop additional intake, client screening, site assessment, quality and safety systems.

Community Partnership Development: CC members will develop formal, long-term relationships with community groups; faith based organizations, corporations, skilled labor, retiree, and other senior and

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disability serving organizations to generate clients, volunteers and joint services.

Significant capacity will be built in each community served by structuring each member position under these activity areas to build capacity in a holistic and sustainable manner. For example, the operating site RT Twin Cities can dramatically increase its ability to meet community need by hosting three members, each with three distinct activity areas for each member: a Volunteer Recruitment Specialist, a Client Outreach Coordinator, and an Energy Efficiency Coordinator.

Non-Duplication, Non Displacement and Non-Supplementation & Prohibited Activities

Monitoring of operating sites will occur in the following manner to ensure the CC is in compliance with 45 CFR 2540.100 and not engaging in prohibited activities such as lobbying, and conducting religious instruction: review of member and host site quarterly reports; tri-annual check-in calls with site supervisors and members; reiteration of regulations through a three day annual site supervisor orientation and regular policy update notifications/conference calls; formal site monitoring visits, and desk audits. Operating sites found out of compliance will be notified in writing, and asked for a corrective action plan.

Non-Duplication: RT affiliates, by focusing on owner-occupied rehab of low-income homes, do not duplicate the activities of state or local government entities. These government agencies typically do not engage in home repair or modifications in a substantial manner.

Non-Displacement and non supplementation: due to the grassroots nature of RT affiliates, the role CC members will serve in their operating sites have not been occupied any existing employee, recently discharged employee or volunteers in the past, or capacity needs to be built in these areas to increase the number of additional low-income homeowners served.

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Value Added by AmeriCorps Members

The capacity building activities the CC members will perform will be focused on an expansion of services, the creation of new programs, engaging new partners, new volunteers and serving new populations. The proposed operating sites have limited programs, with most affiliates focusing on signature annual events, called Rebuilding Days. CC members will build capacity to create new programs such as energy efficiency programs, year-round small home repair programs, veterans programs, emergency repair programs and home modification programs for individuals with disabilities.

National Oversight

The implementation, ongoing support and monitoring of operating sites will occur at the RT National Office in Washington DC. The CC will be located strategically under the Affiliate Relations department of the National Office -- which is focused on enhancing the capacity and sustainability of RT affiliates in order to increase their impact and meet community needs. The CC will have four dedicated staff to ensure its full program implementation; the grassroots nature of RT affiliates requires considerable hands-on training, TA and regular support to help perform to their full potential, both from a member and from a site perspective. Systems to ensure that members are not participating in prohibited service activities include: training both during member orientation and site supervisor orientation, review of member reports, discussions during regular check-in calls, and in the signing of member contracts and site contracts. "Policy update" trainings will be held periodically to ensure compliance.

Measurable Outputs and Outcomes

The activities of the RT CC will address two of the five strategic focus areas: Clean Energy and Economic Opportunity. The RT CC will use the standardized national performance measures in these two focus

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areas, and the CC has the data collection tools in place to successfully track outputs and outcomes. The CC will focus on serving additional low-income homeowners that are elderly, disabled, energy efficiency upgrades, veterans rebuilding after the Hurricanes. By increasing the number and diversity of volunteers, RT affiliates will better attract and leverage the skills of baby boomer volunteers and other community volunteers to rehabilitate and weatherize more homes to help low-income homeowners' age-in-place and live safely.

The primary measurable outputs for the program will be: 20,500 additional skilled and unskilled volunteers engaged. Of these, 4,100 will be baby boomer volunteers. The primary outcomes will be 1,400 additional energy efficiency repairs completed for low-income homeowners; 4,760 additional homes modified or repaired, serving an additional 9,520 low-income homeowners. To track progress effectively on outputs and outcomes, members will complete monthly and quarterly reports on their activities, and will receive extensive training on data collection

Plan for Self-Assessment and Improvement

On an annual basis, an internal strategic planning process will occur in a retreat setting that will engage key RT staff, CC staff and select operating sites in order to develop a CC Strategic Plan with benchmarks and timelines related to: diversity, CC program staff development, inclusion of individuals with disabilities, program marketing/visibility, cost-effectiveness, sponsorship and engaging new national partners.

Regular avenues for gathering and providing feedback to members will be: monthly member webinars, tri-annual member check-in calls conducted by CC program staff, review of members' monthly activity reports, site visits, regional meetings, service projects, 360 degree member performance evaluations completed mid-way through the service year, review of members service blogs, review of member

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training evaluations, and end-of-service evaluations. To educate members about how to get help when a problem occurs, the CC Member Handbook outlines the progressive discipline policy and process, the member grievance procedures, and standards of conduct.

Operating sites will have opportunities to provide and receive feedback through: site supervisor orientation, quarterly host site conference calls, policy update notifications/conference calls, formal site monitoring visits, training evaluations, an annual program evaluation, quarterly host site reports and desk audits. A formal site monitoring tool will be used to provide structure to the site monitoring visits; operating sites with that are not in compliance with federal or program policies will be notified in writing, and a Site Improvement Plan will be implemented.

Community Involvement

Community involvement is key to Rebuilding Together affiliates' success as community-based, grassroots nonprofits. Many local RT affiliates have low-income homeowners and former client representatives on their Board of Directors; these individuals help set culturally appropriate and local community-specific policies, and help engage communities in identifying needs. RT affiliate leaders are active participants in local government commissions on housing and community development in order to stay abreast of emerging local needs. The operating sites' Board of Directors was consulted during the planning process, to verify community need and evaluate internal organizational capacity to host members. RT affiliates were asked to solicit the perspectives of their local aging, disability or veterans networks to engage local stakeholders in identifying community need, and provide letters of community support in support of their participation in AmeriCorps.

Rebuilding Together strives to be transparent in decision making, and during the planning year in 2007 extensive stakeholder feedback was gathered through a National AC Planning Committee to create an

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appropriate CC program model, develop member activities and conduct national-level needs assessments. Prospective operating sites had the opportunity to complete three self-assessment tools -- an AmeriCorps Readiness Survey; a High Priority Community and Capacity Building Needs Assessment and a lengthy survey on key affiliate health indicators, called the Standards of Excellence.

On an ongoing basis, stakeholders such as affiliate leaders from the operating sites will be engaged in dialogue during the Site Supervisor Orientation on program strengths, weaknesses and areas of improvement. The outcomes, outputs, successes and challenges of the CC are also reviewed by RT's National Board of Directors on a quarterly basis, to chart CC program progress, ensure that the program is responsive to local community needs and review program evaluations and audits.

Relationship to other National and Community Service Programs

Cross-stream collaborations with other CNCS programs will lead to local opportunities for cost-effective joint member training, all-Corps service projects, outreach to homeowners, and partnering with other AmeriCorps/Senior Corps programs serving in similar issue areas. Members will receive a list of all the AC/SC programs within their state, and CC program staff will conduct outreach to programs in close proximity to mutually invite other members to events and trainings.

State Service Commission Engagement

The RT CC welcomed the opportunity to re-engage the local commissions to consult with them regarding our proposed placements in their state in compliance with the Kennedy Serve America Act. The standardized consultation form was sent by email and mail to all the current states the CC operates in, as well as all of the proposed new states. A one-on-one consultation meeting was also requested, with 4 states out of the 23 responding and engaging in a dialogue with CC staff. The RT CC will engage the State Service Commissions in each state using a formal Commission Engagement Plan to consult about

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relevant employment and insurance laws; participate in State Service Plan development; provide CC contact information; pursue local member leadership, training and service opportunities such as LeaderCorps and InterCorps Councils, a Day of Service projects.

Rebuilding Together's Niche & Potential for Replication

The CC Program will occupy a unique niche within AC housing-oriented programs by focusing on capacity-building activities, sustainability, and developing models for building innovative community and programmatic infrastructure. The CC will not duplicate other AC programs, as RT is the leader on owner-occupied home rehabilitation that focuses specifically on serving low-income elderly and disabled homeowners. If expansion opportunities exist, the CC has the opportunity to replicate the program in the rest of the RT network of 160 affiliates not already participating in the program. The RT CC has the infrastructure in place to add additional operating sites quickly, and will pursue private sector resources to continue to expand our impact on the lives of low-income homeowners.

The CC will develop innovative member training models, including service learning through intensive energy efficiency-focused service projects; demonstrate models of engaging baby boomers in AC service, and leveraging their immense experience through peer-based training.

Organizational Capability

History & Accomplishments

Rebuilding Together is a national nonprofit organization that works in partnership with community volunteers to rehabilitate the homes of low-income elderly and disabled homeowners, so they may live in warmth, safety and independence. RT was born out of neighbors helping neighbors; like community barn-raising, RT is the American spirit in action. Community members came together to help their low-income neighbors fix their houses -- first in Texas, then in Washington, D.C., and then California and beyond. In 1988, with thirteen loosely organized programs, the National Office and Affiliate Network

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began. RT was started as "Christmas in April," and has since grown to an Affiliate Network of 204 affiliates that serve 1,800 communities across America. Since our founding, RT has mobilized 2.7 million volunteers to serve 27 million volunteer hours to rehabilitate over 100,000 homes for low-income homeowners, delivering over \$1 billion in market value. RT engages skilled trades' people and community volunteers to rebuild homes free-of-charge for the homeowners, and cost-effectively leverages donated materials, supplies and labor.

Grants Management Experience

RT has demonstrated experience administering and overseeing corporate, foundation and government grants ranging from \$250,000- \$3 million from AARP, AoA, HUD, Lowe's, Sears, Cricket, and Choice Hotels. RT National's existing funding relationship with affiliates is based on our model of competitive pass-through grants to affiliates for rebuilding projects and internal capacity-building funding with awards to affiliates ranging from \$2,000- \$300,000. RT has the administrative systems in place for effective grants management and oversight including processes for documentation, financial oversight, data collection, local staff time-keeping, programmatic and financial reporting systems, resource/technical assistance provision and the replication of best practices.

RT National utilizes multiple tools to monitor overall affiliate compliance and affiliate health, that will assist in site monitoring: a contract governing the responsibilities of the affiliate to the National Office called the Affiliate Partnership Agreement; an assessment tool called the Standards of Excellence that evaluates RT affiliates on eleven categories of affiliate compliance, health and welfare; and an Annual Performance Report and self-evaluation completed by affiliates. These tools will be used for overall site monitoring and to detect compliance issues. Multi-site programmatic monitoring will occur in reviewing member and site activity/progress reports, through regular check-in calls with both members and site supervisors, and through all evaluation methods. Sub grantees will be notified in writing and trained on

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all regulations pertaining to them.

Operating Site Oversight

Regular operating site monitoring will occur through the following channels: one-on-one coaching and technical assistance, formal on-site monitoring visits, desk audits, check-in calls with site supervisors, review of Host Site Quarterly Reports (programmatic and financial), site evaluations, host site file reviews, quarterly host site conference calls, site supervisor orientation, Although no funds will be sub-granted to operating sites, financial site monitoring will occur through regular desk audits for documentation of compliance with allowable expenses.

Operating Site Selection

RT affiliates meeting established site selection criteria in compliance with 45 CFR 2522.475 were invited to apply to submit CC Operating Site Applications through a comprehensive application process that included an intent to apply form; six orientation, training and technical assistance conference call trainings in fall 2009; and a detailed CC Operating Site Application, with supporting documentation and three optional AmeriCorps-readiness self-assessment tools. Only affiliates found to be in "good standing" with the RT national office (seven internal standards of compliance) were eligible to apply to host members.

Specifically, the proposed operating sites were selected based on the criteria consistent with regulation 45 CFR 2522.450; the proposed operating sites provide key independent living services to elderly and disabled individuals; engage additional community volunteers and engage additional baby boomer volunteers through innovative approaches to program expansion to meet critical community needs. In addition, according to HUD, nine of the proposed operating sites are in Urban Renewal Communities (RC) or Empowerment Zones (EZ). Twelve states with proposed operating sites rank in the top 15 states

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with the highest costs of residential electricity, heating oil or natural gas: NY, NJ, ME, MD, CA, WA, IL, OH, AL, AZ, OK and VA according to the US Energy Information Administration. As of Nov 2009, according to DoL unemployment statistics, the states of TN, OH, IL, FL, and CA all have state unemployment rates higher than the national unemployment rate. Eight cities where proposed operating sites are located have been selected for Base Realignment and Closure (BRAC) in the last 10 years.

Several of the selected communities are located in high-cost areas as documented by state data, for example, San Francisco, San Jose, Tacoma, and Phoenix. Further, Maine, New Mexico, and Louisiana both have ranked historically in the bottom twenty states with the lowest foundation philanthropy per capita in the U.S.

Financial Systems & Oversight

The CC will be integrated into RT's existing systems for insurance, HR policies/payroll, financial statements/reporting, cash/general ledger processes, budgeting, internal controls, cost allocation, purchasing, and chart of accounts - expanding and refining systems as necessary. Key fiscal policies will ensure that all CNCS FFR/PMS reports are completed according to GAAP and executive oversight. Staff will keep detailed timesheets that will record hours worked, and will be signed by their supervisor.

Additional HR policies on CC staff selection, documentation of staff hours and performance reviews will be created; member timekeeping and payroll systems will be used in compliance with CNCS standards.

RT has procurement, consultant services, and competitive bid processes that comply with Reg. 2541.360. Original source documentation will occur for all expense documentation, receipts and invoices. RT national and affiliates carry General Liability, Volunteer Accident, and D&O insurance from Westchester Surplus Lines. Workers comp policies will be secured for all states as required by state law.

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Other relevant RT policies and procedures aligned with the CNCS Financial Mgmt. Self- Assessment Tool include: regular disclosure of financial reports and reconciliation of accounting records; all grant awards are held to strong internal control policies; budget control will occur through expense review on a monthly basis; all costs will be observed for reasonableness, allowability and allocability and draw downs/cash managements will be done in a timely manner.

Board of Directors, Administrators, and Staff

Rebuilding Together, Inc., located in Washington D.C., is the national entity governing the RT Affiliate Network since 1988. The RT National Board of Directors is a twenty-one member body with the primary oversight of the National Office and the Affiliate Network. The National Board has active committees in the areas of planning, development, and finance. The National Board of Directors and CEO Gary A. Officer will set the strategic vision, provide policy oversight, monitor the financial integrity program and be engaged with quarterly program updates and the A-133 audit. The CC will be placed strategically under the Affiliate Relations department in order to have direct access to the Organizational Development Institute, and the programmatic expertise of many staff members.

1) Dir. of National Service Programs (FT 85%) Jessica Lowe -7 yrs. AC State, VISTA, National Direct exp.

Duties: financial monitoring, operating site oversight and development, marketing, CC staff supervision and development, evaluation, federal programmatic and fiscal reporting, and overall compliance.

2) Assoc. Dir. National Service Programs -- (FT 95%) Erin Lawless -- (FT) 4 yrs service experience in Service Learning & the Peace Corps.

Duties: strategic program/partnership development, training curriculum development, conflict

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resolution, and site compliance.

3) National Service Programs, Program Managers (1.5 positions)

Emily Quaka -- (PT) 5 yrs service experience in NCCC, CNCS DC offices, and CC.

Tim Parsons -- (FT) 12 yrs experience engaging youth in high-impact service trips.

Duties: day-to-day program administration, member recruitment, member monitoring and compliance, operating site monitoring, data collection and stakeholder communication tools.

4) National Service Programs, Program Associate (FT .75%) Ana Cimino- Former CC member & 6 months of CC program exp.

Duties: management of program logistics, administrative support and data tracking.

5) VP of Affiliate Relations (10%) Melissa Flynn -- 20 yrs. Nonprofit mgmt. exp.

Duties: executive oversight of CC and Dir. of National Service Programs, and assist in site monitoring and development.

6) Associate Director of Green Building & Energy Efficiency (3%) Tiffanie Kinney -- 6 yrs of program management and federal grants exp.

Duties: EE technical assistance, develop program models, provide trainings, and support EE service projects.

Plan for Self-Assessment or Improvement

RT has multiple strategies for ensuring continued internal assessment and improvement at both the national and affiliate levels. RT National's Board of Directors develops an annual business plan with goals aligned with a 2005-2011 strategic plan that is reviewed on a quarterly basis, as well as an external

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audit conducted by Raffa, P.C. In addition, the National Affiliate Council (NAC - comprised of elected affiliate leaders from twelve regions) evaluates the national office on TA provision and services that improve the health and welfare of affiliates. RT convenes internal cross-function committees to continually improve processes, such as data collection, IT, brand awareness and our pass-through grants process.

Plan for Effective Technical Assistance

Developing high performing sites is the foundation of any successful AC program -the RT National Office employs a dedicated team of experts -- from marketing to program provision to organizational development to provide high-quality TA. Site supervisors and key operating site staff will receive a comprehensive orientation and on-going skills training through conference call trainings, web-based resources, open question forums, webinars, individual coaching, a Site Supervisor Handbook and other skill-specific guides, a site supervisor Google Group, and a formal three-day orientation held once a year. Prospective host site affiliates participated in six interactive conference call trainings as part of the pre- site supervisor orientation process. Selected operating sites have agreed to 75% participation in all site supervisor training activities in order to be in compliance.

Volunteer Generation and Support

Since 1988, RT has mobilized 2.7 million volunteers to serve 27 million volunteer hours to rehabilitate over 100,000 homes for low-income homeowners, delivering over \$1 billion in market value. Mobilizing community volunteers is central to RT's mission, and new community volunteer partnerships will be leveraged into increased in-kind donations, individual donors, and visibility.

A major focus of the CC will be engaging and sustaining new community volunteers. CC members will lead initiatives to recruit and retain new volunteers from faith-based, skilled trades, corporations and civic organizations. These partnerships will transform the quality and volume of homes RT rehabilitates

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and are essential to serving additional homeowners.

Organizational and Community Leadership

As a leader in homeownership preservation, RT responded to emerging needs through the Energy Efficiency & Green Home Rehab Initiative to make low-income homeowners' homes more energy efficient; the Rebuild 1000 Initiative to rebuild 1,000 homes in the devastated Gulf Coast, and the Heroes at Home program to serve veterans in need. RT is recognized as the nation's leader in volunteer home rehabilitation and occupies a unique niche in the affordable housing community -- specifically rebuilding existing, owner-occupied homes for elderly and disabled homeowners.

RT empowers community members to work together to solve local problems, stabilize neighborhoods, and keep elderly and disabled residents in their own communities, respecting their integrity, strengths and assets. Specifically, RT is a member of the Falls Free Coalition, which is a program of the Center for Healthy Aging at the National Council on the Aging, the Low-Income Housing Coalition, and the Alliance to Save Energy. National staff members are on the Board for the National Home Builders Association for the Certified Aging in Place Specialist program. The American Society of Civil Engineers awarded RT the National and Multi-Region Public Service Award in 2006.

Securing Match Resources

Since the inception of the RT CapacityCorps in Sept. 2008, a diverse cross section of corporate philanthropic resources has been obtained for cash match. In YR 1, \$150,000 was secured from Verizon and the Lowe's Foundation. In YR 2, \$180,000 was secured from the Lowe's Foundation and Louisiana Pacific (including Recovery Match). Our demonstrated support of corporate donors will allow RT to continue to attract donors drawn to leveraging programs such as Rebuilding Together and AmeriCorps. These resources will allow the RT CC to continue to meet the growing demand for home modification

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and energy efficiency repair services.

Local In-Kind Match

RT affiliates utilize community partnerships to cost-effectively leverage local cash and in-kind contributions through our extensive local and national partnerships. For in-kind materials supplies and skilled labor - every dollar of cash contribution is leveraged into four dollars in value. The average budget of the proposed operating sites is under \$500,000, but increasing 5-10% a year. RT affiliates gradually are increasing local financial support through increased community foundation grants, corporate philanthropy, and individual donations.

Community Stakeholders

The RT Affiliate Network connects on the local level with stakeholders in all sectors, in particular, RT affiliates engage: the Alliance to Save Energy; the Aging network and local AAA's; local government housing, community development, senior, disability, and low-income housing coalitions; neighborhood associations and community-based groups; churches and faith-based senior service providers; local chapters of skilled trade organizations and unions; veterans orgs; civic organizations and fraternal orders; many corporate partners; the disaster recovery community; professional associations such as the American Occupational Therapy Association and the American Society of Civil Engineers and green building/universal design orgs. In addition, our partners have increasingly introduced us to new partners that have brought an increased awareness of our services, local community support, expertise, and enhanced visibility.

SPECIAL CIRCUMSTANCES:

RT affiliates are grassroots, community-based organizations with a desire to increase their capacity, but they often lack the resources and volunteer capital to expand their impact. 85% of RT affiliates have

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budgets under \$300,000; 80% of affiliates were formed in the last 15 years. In addition, the need for rural and urban community development initiatives that focus on elderly and disabled homeowners is significant. Half of the 204 RT affiliates serve small, often economically distressed, communities with populations ranging from 2,600 -- 300,000 residents. RT affiliates located in urban communities with populations of over 500,000 see large need in areas with high-poverty rates, but the need far exceeds their capacity, and homeowners face long waiting lists for RT's services. CC program design and staffing levels were determined in direct response to the grassroots nature of RT affiliates, the critical nature of community needs and the need for hands-on training and technical assistance for sites to be successful.

Budget/Cost Effectiveness

Rebuilding Together, Inc.'s 2010 national budget of \$10.4 million is overseen by the National Board of Directors, the CEO and the VP of Finance & Administration according to formal fiscal management policies and internal controls including annual independent audit, competitive vendor bid processes, source documentation, substantiation of all business expenses, and the segregation of accounting responsibilities. RT National has the experience and internal capacity to leverage our partnerships into cost-savings for the program and complete all programmatic and FFR/PMS financial reports in a fiscally sound and timely manner. The CC program will be integrated into RT's systems of financial documentation for cash management, reconciliation and cost allocations.

RT's mission is built on the cost-effective leveraging of donated materials, supplies and labor, and the CC will benefit from many existing national partnerships. Extensive in-house training and TA opportunities through the RT Organizational Development Institute and experts in the affiliate network will provide significant cost savings to the program. Essential costs for the CC program to meet the proposed outputs and outcomes are qualified staff to implement the program according to federal regulations; orientation and service project costs; and travel funds to conduct site visits and regional meetings.

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Furthermore, the proposed CC budget is directly aligned with the following priorities: 1) dedicated staff to offer high-quality, hands-on technical assistance to sites/members needing additional support in order to be successful; 2) comprehensive member development on EE and capacity building; 3) resources to implement high impact EE Gulf service projects.

The cost per MSY of \$11,842 x 70 FT 1700 MSY = \$828,940 in CNCS funds requested for the Fixed Price grant program. The increase in cost per MSY from YR 09-10 represents the expanded costs in engaging licensed, professional facilitators in training all members in Energy Efficiency repairs, as well as the increase in the living allowance for members.

Rebuilding Together is committed to utilizing cash and in-kind donations at both the national and local levels for an effective, high impact program. The following sources of match are significant for full program operation for a Fixed Price program: total cash match of \$765,000 for the CC program will be met by corporate sponsorship Lowe's, Louisiana Pacific, Choice Hotels and other sponsors in the amount of \$240,000 and forty RT affiliates' cost-sharing in the amount of \$7,500 per member, per term, totaling \$525,000. Of the total cash match, \$423,664 will be cash towards member living allowances and benefits, the remaining cash match will go towards member training, travel, and program operating costs including staff salaries, benefits, and supplies. At the operating site level, cost sharing funds provided by the RT affiliates will be funded through a combination of unrestricted general operating funds, corporate grants, foundation grants and reserves.

Rebuilding Together will be a strong and accountable partner with CNCS; championing the values and goals of AmeriCorps while building a successful and sustainable program that improves homes and lives of low-income elderly and disabled homeowners.

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Thank you for your time and consideration.

Evaluation Summary or Plan

The CC program will engage a professional independent evaluator to conduct a cost-effective and extensive annual Program Evaluation focused on the objectives listed in Regulation 2522.800-2522.810 that will examine the CC program from all angles -- member outcomes, site outcomes, client outcomes, community outcomes/impact, member satisfaction, sustainability, innovation, cost-effectiveness and other stakeholder perspectives. A report will be created from this evaluation and shared with all stakeholders. After this report is completed annually, an annual CC Program Improvement Plan will be created by CC staff and key stakeholders in a retreat setting to encourage creativity and visionary leadership. The plan will outline specific objectives and a timeline for implementation of program improvements. Operating sites with compliance issues will be notified in writing, and a Site Improvement Plan will be implemented for sites that are having significant problems.

Amendment Justification

NA

Clarification Summary

Clarifications For the 2011-2012 Program Year:

Budget Clarification Item:

The budget has been edited to reflect the amount of \$769,730, or a MSY of \$11,842 for each of the 65 positions.

Performance Measure Clarification Items:

Rebuilding Together will opt into the separate Veterans Performance Measure, specifically (V6), to

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report the number of veterans served. Rebuilding Together proposes a (V6) Performance Measure of 75 unduplicated housing units, developed, repaired, or otherwise made available for 110 veterans.

Additional Clarifications: (grantee-generated)

Rebuilding Together proposes the reduction in the number of unduplicated housing units, developed, repaired, or otherwise made available for low-income individuals, families or people with disabilities for National Performance Measure (O4). After evaluating our current data from our 10-11 Performance Measures Pilot, it will be necessary to reduce our output goals. The reasons for this request are complex. Rebuilding Together affiliates typically fundraise 1-2 years out, so while the economic downturn was at its worst 2008-2009, Rebuilding Together's affiliates had not yet felt the impact until 2010-2011.

Since the majority of RT's sponsors are Corporate, reductions in donations and grants have lead to less homes being rebuilt, regardless of the significant programmatic capacity built by the AmeriCorps members. Our initial Performance Measures data for the 10-11 program year revealed that total number rebuilds are down 20-40% in some markets, although the overall home rehabilitation projects being done across the nation typically have heavier work scopes with greater impact. Rebuilding Together proposes reducing the (O4) performance measure to 1,300 unduplicated housing units, developed, repaired, or otherwise made available for 1,560 low-income individuals, families or people with disabilities.

Thank you again for offering Rebuilding Together the opportunity to improve the homes and lives of low-income homeowners through our CapacityCorps program.

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Programmatic Clarification Items 10-11 Program Year

(CNCS-Identified)

I.

The proposed Rebuilding Together CapacityCorps Program will build (without duplicating) on other Corporation funded programs by offering new models of individual/scattered placements that are high impact in the critical areas of nonprofit capacity building; energy efficiency repairs and expanding home rehabilitation programs that serve low-income elderly and disabled homeowners. The CapacityCorps Program will share with other programs innovative and effective best practices regarding member training on Energy Efficiency repairs/Green home rehab; Site Supervisor Training; and utilizing AmeriCorps as an intensive investment in capacity building in grassroots nonprofits that will lead to greater sustainability in meeting critical needs in communities. The Rebuilding Together CapacityCorps will offer expertise to the other AmeriCorps grantees on implementing planning grants; service site recruitment/development; financial staff-program staff partnerships; efforts to include individuals with disabilities as Corps members and new models of training Corps members on the principles of Energy Efficiency repairs for owner-occupied low-income homeowners.

II.

Rebuilding Together Inc. understands that if this application is awarded, Rebuilding Together Inc. will not be eligible for a continuation grant for National Direct Grant 08NDHDC001.

OTHER:

(Rebuilding Together CapacityCorps identified)

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Due to the current economic crisis, several of the proposed placement sites for Rebuilding Together CapacityCorps program are no longer viable. A combination of factors has led to a reduction of the MSY request from the (70 originally requested) to 65 MSY (current request).

The confluence of factors leading to this includes: inadequate member supervision due to staff changes due the reductions in funding; lack of local affiliate staff capacity to effectively participate due to reductions in staffing due to the economy or actual reductions of funding not allowing organizations to have the organizational financial stability to participate in the AmeriCorps program. These communities remain communities with critical needs for energy efficiency repairs and home rehabilitation for low-income homeowners, but our Rebuilding Together affiliates do not have the capacity to effectively participate in AmeriCorps at this time.

Rebuilding Together Affiliates that will not be hosting members in the 2010-2011 program year if a Fixed Price program is approved:

Colorado Springs, CO - 12.8% of the population are seniors over the age of 60; 7.9% of the 65 + population are in poverty --of these, 15.1% are living alone in poverty; 40.6% are both elderly and have a disability.

Dallas, TX -- 11.4% of the population are seniors over the age of 60; 13.1% of the 65 + population are in poverty --of these, 20.3% are living alone in poverty; 43.8% are both elderly and have a disability.

Houston, TX -- 11.4% of the population are seniors over the age of 60; 14.3% of the 65 + population are in poverty --of these, 21.2% are living alone in poverty.

Kent County, MD - 24.4% of the population are seniors over the age of 60; 9.3% of the 65 + population

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are in poverty --of these, 16.5% are living alone in poverty; 38.2% are both elderly and have a disability.

Lincoln County (Boothbay Harbor), ME - 23.3% of the population are seniors over the age of 60; 9.5% of the 65 + population are in poverty --of these, 17.3% are living alone in poverty; 40.6% are both elderly and have a disability; 12% of households have incomes under \$20,000.

Omaha, NE -15.3% of the population are seniors over the age of 60; 9.9% of the 65 + population are in poverty --of these, 18.9% are living alone in poverty; 36.9% are both elderly and have a disability; 14% of households have incomes under \$20,000.

Performance Outputs:

The primary measurable outputs for the program will be: 18,980 additional skilled and unskilled volunteers engaged. Of these, 3,796 will be baby boomer volunteers. The primary outcome will be 2,200 housing units will receive energy efficiency repairs, home modification or home rehabilitation, serving an additional 2,600 low-income homeowners. To track progress effectively on outputs and outcomes, members will complete monthly and quarterly reports on their activities, and will receive extensive training on data collection.

Continuation Changes

Summary:

1. Veterans will be added as a Priority Area for members, replacing the Gulf rebuilding focus area of the program.
2. A cost per MSY increase of \$500 is requested (expanded justification below).
3. Adding Broward County, FL; NYC, NY and Raleigh, NC communities as RT CC host sites based on community needs.
4. Adding a Service Learning component to member development and member training objectives.

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5. Member training & development changes: member orientation & MLK Rebuilding Workweek will no longer be held in the Gulf; Washington DC will be the new location for member orientation and a RFP will be released for a community of high-need for the MLK Day Rebuilds each year.
6. State Service Commission consultation process was implemented (detailed below).
7. Enrollment: 97% for 2010-2011
8. Retention: 100% for 2010-2011
9. Staffing changes: titles, responsibilities and a new team member.
10. Success in meeting Performance Measure O4: Since August 2010, 37 CapacityCorps members repaired or rebuilt 477 units of housing for 1507 low-income homeowners.

Detail of Proposed Continuation Changes:

1. Veterans Priority Area

Since Rebuilding Together's initiative to Rebuild 1000 homes in the Gulf region after the hurricanes is due to be completed in fall 2011, the internal focus area of serving the Gulf will be removed for the 2011-2012 program year. A priority area of serving veterans will replace this past focus area, and member orientation and MLK rebuilds will no longer be held in the Gulf. Fourteen members will continue to be placed in Gulf affiliates to meet the long term rebuilding needs of the Gulf. Adding this priority area will increase the RT CC to addressing three of the five strategic focus areas of the SAA: Clean Energy, Veterans, and primarily, Opportunity. The RT CC will continue use the standardized national performance measure in the Opportunity focus area only (O4).

The Rebuilding Together's internal Veterans Housing Dept. will offer critical expertise in developing the Veterans focus area. During orientation and through webinars, members will learn 1) how to effectively work with veterans with disabilities, 2) key outreach strategies, and 3) how to form partnerships and

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recruit veterans volunteers from local Veterans organizations such as the American Legion, Veteran's of Foreign War, Disabled American Veterans, and Veterans Hospitals.

2. Cost Per MSY Increase

A Cost per MSY request of \$500 is requested for the 2011-2012 program year for two primary reasons. In 2010, the EPA passed new legislation with far reaching consequences for home rehab organizations -- called the "RRP Rule" - the Renovation, Repair and Painting Rule requires the use of Lead-Safe Work Practices aimed at preventing lead poisoning in home rehab work done on homes built prior to 1978. This ruling requires an 8 hr. certification course to become a "Certified Lead Renovator" to be in compliance. It is critical that CC members get certified, and the cost of the training course is typically \$350-\$400 per person; each CC member will be certified at orientation.

In addition, after implementing our FBI Fingerprint-Based Criminal Background Check process, RT has found that the costs of fingerprint rolling (\$35-65 per person) has been much higher than anticipated. Additional fingerprints are required by the FBI when impressions are not readable and impressions must be redone, with additional expense. An increase of \$500 per MSY will cover both of these critical additional costs.

3. Documentation of Community Need

In addition to the existing, well-performing CC operating sites in YR 1, 2 and 3 of the RT CC program, select additional RT affiliates in communities with high needs were invited in fall 2010 to submit formal applications to become RT CC operating sites for YR4. The RT CC is an Individual Site/Scattered Site Program Model, in which 31 select RT affiliates will serve as operating sites for 65 1700 hour members. Three new communities of need that are proposed as new operating sites are listed below:

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Broward County, Florida- 16.6% of the population are seniors over the age of 62; 11.9% of the 65 and over pop. are living in poverty; 11.4% of the 65 and older population are living alone in poverty; 41% of the population are both over the age of 65 and disabled.

New York City, NY- 35.9% of the pop. are seniors over the age 65; 28.5% of the pop. are age 65 and older are living alone in poverty; 46.2% of those over the age of 65 have disabilities.

Raleigh, NC -- 7.9% of the pop. are seniors over the age of 65; 9.3% of those age 65 and over are living in poverty; 14.5% of those over the age of 65 are living alone in poverty; 39.8% of those over the age of 65 are also disabled. 36% of those ages 55-75 are veterans.

4. Service Learning Component

As part of the CapacityCorps program's goal of building civic skills and making deeper connections between classroom training and applied capacity building strategies, in the 11-12 program year the RT CC program will add key Service Learning components to the program. While our active citizenship and reflection curriculum has meet our needs in the past, the RT CC program will seek to integrate more structured service learning curricula and activities. Starting at orientation, and integrated in monthly member webinars, members will learn how to access key SL resources from L&S America, and the National SL Clearinghouse.

The goal will be for each member to engage at least one high school, college, university, or faith based group to partner with their local RT affiliate as a service opportunity site. The member will then facilitate the school or community organizations' volunteer experience, then create and implement learning reflection activities that will create a deeper connection between the volunteer experience and the community (or classroom learning). Out of this first year pilot of service learning activities, the

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secondary goal will be for members to create peer-practice modules such as articles, toolkits or training modules to assist members in integrating these service learning principles in RT programs.

5. Member Development, Training and Supervision:

Member Orientation

Member service will begin with member orientation that will serve as the members' first week of service, and will be conducted in Washington DC the week of August 8-12, 2011. Orientation will be conducted by all CC staff, in-house experts from RT National, and several consultants with subject area expertise on Lead Safe Work practices. During orientation, the new members will have an opportunity to apply their new skills gained at orientation by working on a rebuild project with a local affiliate.

Member MLK Service Project Workweek Goals

All members will have the opportunity to participate in (1) high impact service project workweek rebuilding homes in a community of high needs for low-income homeowners in January 2012 for MLK Day during their service year. This rebuild week will feature at least one project serving a disabled veteran and training on energy efficiency repairs. A competitive RFP will be released in spring 2011 to locate this community served by an RT affiliate that already participates in the CC program.

6. State Service Commission Engagement

The RT CC engaged the local state commissions to consult with them regarding our proposed placements in their state in compliance with SAA. The standardized consultation form was sent by email to all the current states the CC operates in, as well as all of the proposed new state of NC. A one-on-one consultation meeting was also requested to encourage a dialogue with CC staff; thus far, (2) states have since responded for meeting requests. When specialized AC*ND surveys were requested by

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certain states, RT CC completed them in a timely manner.

On an ongoing basis, the RT CC will engage the State Commissions in each state using a formal Commission Engagement Plan to: communicate regularly; consult about relevant employment and insurance laws; participate in State Service Plan development; provide CC operating site contact information; pursue local member leadership, training and service opportunities such as LeaderCorps/ InterCorps Councils; collaborate on Days of Service projects; and ensure the State Commissions are on the RT CC listserve/newsletter distribution list. During the 2010-2011 program year, contact information was provided on all operating sites, site supervisors and members in their state.

7. Enrollment

Due to Rebuilding Together CapacityCorps' Enrollment Schedule of an August class and a January class during the program year, enrollment is complete for the 2010-2011 program year. The RT CC enrolled 64 (97%) of the 65 positions awarded in the 2010-2011 program year; 97% of slots were also filled in both YR1 & YR2 of program operation. To reach 100% enrollment in the 11-12 program year, recruitment for each class will begin earlier, and additional training will be offered to operating sites on additional recruitment techniques.

8. Retention

Due to our Enrollment Schedule of enrolling an August class and a January class, five months of program year 10-11 have been completed, and for the first time in program history, all members have been retained at this point of the program year (YR1, 84% of members were retained; YR2, 95% of members were retained. To improve retention, the screening process during recruitment has been expanded and early intervention tactics to address emerging conflicts has been implemented.

Narratives

9. Staffing Changes

Please see the brief staffing changes including, title changes since the last grant, a new staff member joined the Rebuilding Together National Service Programs team to replace Emily Quaka, and a small reallocation of a few responsibilities.

1) Senior Director, National Service Programs (FT 95%)

Jessica Oh-10 yrs. AC State, VISTA, National Direct and nonprofit mgmt. experience.

Duties: financial monitoring, operating site oversight and development, marketing, CC staff supervision and development, evaluation, federal programmatic and fiscal reporting, and overall compliance.

2) Assoc. Director, National Service Programs -- (FT 95%)

Erin Lawless -- (FT) 6.5 yrs service experience in CapacityCorps program management, Gulf rebuilding, Service Learning & the Peace Corps.

Duties: strategic program/partnership development, training curriculum development, recruitment planning, conflict resolution, and member and site compliance.

3) Program Manager, National Service Programs, (FT 95%)

Sari Houston -- (FT) 4 yrs service experience in National Direct AmeriCorps programs and training provision.

Narratives

Duties: day-to-day program administration, member recruitment, member monitoring and compliance, operating site monitoring, data collection and stakeholder communication tools.

4) Program Specialist, National Service Programs (FT 95%)

Ana Cimino- Former CC member & 1.5 yrs CapacityCorps program experience.

Duties: management of program logistics, administrative support, expense tracking, data tracking, administration of FBI Background check process.

10. Success in meeting Performance Measures

The implementation of the Opportunity Performance Measure O4: Housing Units Developed, Repaired, or Otherwise Made Available has been smoother than anticipated. The member's Quarterly Report was modified to align with O4, and fields from the suggested tools were utilized to develop an online report. Training on this new "Housing Units Outputs Log" was provided at member Orientation, and a follow up webinar was also implemented to clarify the definitions.

Due to the RT CC member Enrollment Schedule of an August class and a January class, 37 members started in August 2010, offering two Quarters of usable outputs data, albeit an abbreviated sample of outputs data since 27 members just started the second week of January 2011. Since August 2010, 37 CapacityCorps members repaired or rebuilt 477 units of housing for 1507 low-income homeowners.

Performance Measures

SAA Characteristics

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

Priority Areas

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

Grand Total of all MSYs entered for all Priority Areas 61.75

Service Categories

Housing Infrastructure Primary Secondary

(V6) Housing Units Developed, Repaired or Otherwise Made Available Veterans

Service Category: Housing Infrastructure

Measure Category: Not Applicable

Strategy to Achieve Results

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

AmeriCorps members will meet this performance measure by engaging in home repair, home modification and home rehabilitation for low-income veteran homeowners by performing direct home repair; or building the programmatic capacity to conduct home repairs by: recruiting skilled and unskilled volunteers; doing client outreach for low-income homeowners in need of repairs; and developing additional community partnerships.

Result

Result: Output

75 unduplicated housing units will be developed, repaired or otherwise made available for veterans.

Indicator: Unduplicated housing units repaired or rebuilt

Target: 75 unduplicated housing units for low-income veteran homeowners.

Target Value: 75

Instruments: Housing Units Log

PM Statement: 75 unduplicated housing units will be developed, repaired or otherwise made available for 110 low-income veterans.

Prev. Yrs. Data

Result: Intermediate Outcome

Result: Intermediate Outcome

Number of low-income Veteran homeowners receiving home repairs or home rehabilitation resulting in independent living and aging in place.

Indicator: beneficiaries

Target: 110 low-income veteran homeowners will be able to live independently and age-in-place in home with dramatically improved warmth, safety, and energy efficiency.

Target Value: 110

Instruments: Housing Units Log

PM Statement: 110 low-income veteran homeowners will be able to live independently and age-in-place in home with dramatically improved warmth, safety, and energy efficiency.

Prev. Yrs. Data

National Performance Measures

Priority Area: Economic Opportunity

Performance Measure Title: (O4) Housing Units Developed, Repaired or Otherwise Made Available

Service Category: Housing Infrastructure

Strategy to Achieve Results

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

AmeriCorps members will meet this performance measure by engaging in home repair, home modification and home rehabilitation for low-income elderly and disabled homeowners by performing direct home repair; or building the programmatic capacity to conduct home repairs by: recruiting skilled and unskilled volunteers; doing client outreach for low-income homeowners in need of repairs; and developing additional community partnerships.

Result: Intermediate Outcome

Result.

1,560 low-income elderly, disabled, and veteran homeowners will be able to live independently and age-in-place in home with dramatically improved warmth, safety, and energy efficiency.

Indicator: Number of low-income homeowners receiving home repairs or home rehabilitation

Target : 1,560 low income elderly, disabled or veteran homeowners

Target Value: 1560

Instruments: Housing Units Output Log

PM Statement: 1,560 low-income elderly, disabled and veteran homeowners will be able to live independently and age-in-place in home with dramatically improved warmth, safety, and energy efficiency.

National Performance Measures

Result.

resulting in independent living and aging in place.

Result: Output

Result.

1,300 unduplicated housing units will be developed, repaired or otherwise made available for low-income

individuals, families, people with disabilities or veterans.

Indicator: O4: Housing units made available for low-income people.

Target : 1,300 unduplicated housing units for low-income homeowners

Target Value: 1300

Instruments: Housing Units Output Log

PM Statement: 1,300 unduplicated housing units will be developed, repaired or otherwise made available for low-income individuals, families, people with disabilities or veterans.

Required Documents

Document Name

Status

Evaluation

Sent

Labor Union Concurrence

Not Applicable