



**Tribal AmeriCorps Program (TAP)
Tribal and Coalition
Memorandum of Understanding
2021-2022**

**Term of Service will be
September 1, 2021 thru August 31, 2022**

- Tribal Communities will be notified of slot placements.
- Member recruitment is ongoing.
- Member orientation is mandatory. This may be done virtually or in your community, and will be conducted by the TAP Program Director. Dates to be determined.

For More Information Contact:

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Introduction

Tribal AmeriCorps Program (TAP)

The Sokaogon Chippewa Community (2009 to 2013) and Northwoods NiiJii Enterprise Community, Inc., an Inter-Tribal organization (2013 to present), have operated the Tribal AmeriCorps Program since 2009. The Tribal AmeriCorps Program (TAP) exclusively serves the Tribes of Wisconsin. During this time, this partnership has maintained a strong record of recruiting and retaining TAP Members and meeting performance measures.

The Tribal AmeriCorps Program is one of a small handful of Tribal programs across the country funded by an independent federal agency, the Corporation for National and Community Service (CNCS). As a program of CNCS, AmeriCorps is considered a domestic version of the Peace Corps in which each AmeriCorps Member commits to a year of service in a community.

Our goal is to work with Tribal prevention coalitions and Host Sites to recruit and host twenty (20) AmeriCorps Members from Tribal communities to strengthen the capacity of coalitions, youth serving organizations and other service sites to achieve positive outcomes related to substance abuse. Tribal AmeriCorps Members will implement prevention activities, engage in direct service with youth and will assist their coalitions and Host Sites in implementing evidence and practice-based prevention strategies to improve the substance abuse environments in their local communities.

Memorandums of Understanding are accepted from sites whose Tribal leadership has passed official Resolutions of Support that empower their local Tribal prevention coalitions to participate in the Tribal AmeriCorps Program. The Resolutions of Support are held on file by the TAP program. ***We will also accept TAP Special Consideration MOU's from sites that serve Tribal students from multiple Tribes but are not connected to a particular Tribe. Contact Tribal AmeriCorps Program (TAP) staff if that is your circumstance.***

The Corporation for National and Community Service (CNCS)

In 1993, President Bill Clinton signed the National and Community Service Trust Act, which established the CNCS and officially launched AmeriCorps, a network of national service programs that engage Americans in intensive service to meet the nation's critical needs in education, public safety, health and the environment.

Also, in 1993, governor-appointed state service commissions were created to administer AmeriCorps funding at the state level. Presently, the Wisconsin National and Community Service Board (also known as Serve Wisconsin) grants AmeriCorps funds from CNCS to organizations that involve Wisconsin's citizens in service activities.

CNCS officially began operation in 1994 and in September of that year, the first class of AmeriCorps Members - 20,000 strong - began serving in more than 1,000 communities. On July 3, 2003, President George W. Bush signed the Strengthen AmeriCorps Program Act, which enjoyed strong bipartisan support and nearly doubled the number of AmeriCorps Members. Today, AmeriCorps Program Members are part of a nation-wide volunteer force that is over 90,000 strong!

CNCS provides funding to Tribal programs across the country through national-direct grant funds.

Northwoods NiiJii Enterprise Community, Inc. (Northwoods NiiJii)

Northwoods NiiJii Enterprise Community, Inc. is the fiscal agent for TAP, managing all of the fiscal responsibilities for the project. Northwoods NiiJii is a unique partnership started in 1998 among three Native American Tribes (Lac du Flambeau, Sokaogon and Menominee) and eight municipal partners in rural northern Wisconsin.

Mission: To build sustainable communities by empowering citizens to foster partnerships and mobilize resources for the elimination of poverty for future generations.

Vision: Northwoods NiiJii communities are determined to build successful community economies based on the wisdom of Native American culture and spirituality. This wisdom is holistic in its applications, seeing earth, water, sky, people and all of life as part of a web where actions taken toward a single strand have implications for other strands in a concentric circle outward.

Tribal State Collaboration for Positive Change (TSCPC)

The Tribal State Collaboration for Positive Change (TSCPC), a coalition comprised of behavioral health professionals from all 11 Tribes, Wisconsin Department of Health Services, Tribal Affairs and White Pine Consulting serve as a resource for TAP. Their wide range of knowledge and experience in prevention, intervention and treatment in Tribal communities is critical in helping guide TAP and TAP Members in serving their communities.

Northwoods Coalition (NWC)

Formed in 1995, the Northwoods Coalition (NWC), is a network of nearly 50 community substance abuse prevention coalitions. Community members from a 40 county and 11 Tribal Nation region serve on a non-governing advisory board to help shape policies, practices and programs which address public health issues arising from use of alcohol, tobacco or other drugs.

RULES AND GUIDELINES

Term of Service

Full-time Members must serve at least 1,700 hours during a full term of service, averaging approximately 35 hours per week. Half-time Members must serve at least 850 hours during a full time of service, averaging approximately 20 hours per week. Members may apply to serve up to four terms of service, although federal regulations allow a Member to earn no more than the value of two full-time education awards.

Cash Payment

For the current fiscal year (September 1, 2021 thru August 31, 2022), participating Host Sites are responsible for payment of **\$4,500 per TAP Member** to Northwoods NiiJii Enterprise Community, Inc., no later than 45 days following acceptance of this Memorandum of Understanding. *Accommodations may be made if a different payment schedule is needed.*

If the Host Site loses or releases a TAP Member anytime during the term of service, the Host Site is still required to complete the payment. **There are no refunds for loss of TAP Member services.**

TAP Members can be replaced if they exit prior to two months after acceptance of this Memorandum of Understanding, and replacement Members start by first day of the following month. Multiple agencies or programs may pool their resources to provide the cash match for a Member. If multiple agencies share a TAP Member's cash match payment, ONE agency must assume responsibility for the invoice payment and designate this in the application.

If the Host Site supervisor does not track their in-kind services EACH WEEK in OnCorps, the cash match for the Site will be increased to \$5,500.

Education Award

Upon the successful completion of the term of service (1,700 hours minimum), TAP Members receive an approximately \$6,000 Segal AmeriCorps Education Award. Education awards can be used to pay educational expenses at qualified Title IV institutions of higher education, for educational training, or to repay qualified student loans (not private loans). TAP Members have seven years to use their Education Awards. Any TAP Member 55 or older at the start of their term of service may transfer the Education Award to their children or grandchildren.

Living Allowance

TAP Members currently receive an annual living allowance of approximately \$549 (gross pay, before taxes) every two weeks from the grant funding this Program, totaling approximately \$14,274 per year. The net amount received is based on individual tax status. Northwoods NiiJii manages the TAP Member payroll.

Loan Forbearance and Interest Accrual

During their term of service, TAP Members are exempt from paying off qualified student loans (not private loans), and are not required to pay the interest that is accrued on those loans during their term of service as long as the TAP Members completes the appropriate section in the online CNCS portal system. If a TAP Member's service term is terminated (non-compelling), they will be responsible for interest accrued during their term of service. These systems are managed by CNCS.

TAP Member Placement

TAP Members are enrolled for the purpose of serving their coalition or Tribal community. The Tribe or Tribal coalition assigns a Host Site and Host Site supervisor for the TAP Member. The Host Site is the physical location where the TAP Member has a desk, phone and internet access. The Host Site can be any Wisconsin Tribe or organization that belongs to the coalition.

The Host Site Supervisor is an individual employed by the Host Site that directly supervises the TAP Member. *TAP may also have two TAP Member-At-Large slots reserved for sites that serve community members and children from multiple Tribes but are not connected to a Tribe.*

Health Insurance and Childcare

TAP Members receive the option for health insurance (premiums paid by the AmeriCorps program) and childcare assistance. The TAP Member must apply for childcare benefits and be approved by the management organization, GAP Solutions Inc. (GAPSI). Northwoods NiiJii links the TAP Members to these benefits but does not manage them.

Service Gear

TAP Service gear is provided to TAP Members. Service gear is clothing (sweat-shirts, t-shirts, pullovers, etc.) with the TAP logo, and TAP Members are encouraged to wear while serving.

Recruitment and Retention of TAP Member

TAP Members must be 18 years of age by the end of the first month of service, AND have a high school diploma, certificate of General Education Development (GED), or High School Equivalency Diploma (HSED).

Host Site Supervisors and coalition site representatives will screen qualified applicants and will be responsible for interviewing and selecting TAP Member(s). All enrollment considerations will be non-partisan, non-political and non-discriminatory as established in Corporation for National and Community Service and Northwoods NiiJii policies.

The coalition or Host Site supervisor will send the completed TAP Member's application of the selected applicant to the TAP Program Director, who will review the applicant information and forward the application to Northwoods NiiJii, who will perform criminal background and Division of Motor Vehicle (DMV) checks to determine eligibility to serve.

TAP Members who have a criminal background may still be eligible to serve as TAP Members. Final determination of eligibility is made by local Host Sites.

Retaining TAP Members for the full-term of service is crucial to the future success of the Tribal AmeriCorps Program. ***Sites must understand the importance of selecting Members that fully understand the financial and time commitment, and who are prepared to commit to the full 1,700 hours of service.***

Host Site Supervisors and the TAP staff will help ensure retention by being available to TAP Members and ensuring they have access to financial and social service assistance.

Reimbursements

Members who drive to or from any TAP required trainings will be reimbursed if they have an acceptable driving record, which will be determined during the TAP Member intake process.

Replacement of TAP Members

TAP Members may be replaced if they exit prior to two months after acceptance of this Memorandum of Understanding, and replacement Members start by first day of the following month. Multiple agencies or programs may pool their resources to provide the cash match for a Member. If multiple agencies share a TAP Member's cash match payment, ONE agency must assume responsibility for the invoice payment and designate this in the application.

Replacement TAP Members must complete 1,700 hours and will receive the bi-weekly living allowance, beginning on the designated start date through the term outlined in the of the Memorandum of Understanding.

Tribal AmeriCorps Program Tribal and Coalition Memorandum of Understanding

Directions

1. Submit one MOU per coalition.
2. No hand-written MOU's will be accepted.
3. Upon completion of this document please do the following:
 - a. Scan and email the completed application to programdirector@tribalamericorps.com.
 - b. Print the completed application, have the appropriate people sign and date, and scan and email the signed copy to programdirector@tribalamericorps.com.
4. Complete the information below:

Name of Tribe or Coalition:	
Host Site Name and Location:	
Primary Contact Person's Name:	
Primary Contact Person's Phone:	
Primary Contact Person's Email:	
Number of AmeriCorps Members Requested:	
Name(s) of AmeriCorps Members Requested:	
Brief Description of Work Members Will Do:	

Assurances

Tribal Government Will:

- Continue to share signed Resolution of Support across their programs and agencies who may want to participate in the TAP program.
- Promote the Tribal AmeriCorps Program within their Tribe.

Northwoods NiiJii Will:

- Provide legal and fiscal oversight and management of the project.
- Provide program administration and benefits management for Members including enrollment, background checks, DMV checks, payroll, mileage reimbursements, and service gear.
- Assist with the following benefits managed by a third party including childcare, health insurance, education award, loan forbearance, and interest accrual.

Tribal Advisory Board Will:

- Review TAP as standing agenda item each month at TSCPC meetings.
- Oversee all aspects of the project, from grant writing to implementation to evaluation, to ensure culturally appropriate and adaptive methods are incorporated throughout the project.
- Review TAP grant applications, renewals and reports.
- Review Tribal and coalition MOUs for each Member.
- Guide development of Tribal track prevention curriculum for Member trainings.
- Guide development of Tribal sovereignty and government curriculum for Members.
- Help mediate Member issues at local Tribal prevention coalitions.
- Help promote Member and volunteer recognition at each Tribal Site.

Tribal Coalition or Site Will:

- Appoint a Host Site and Host Site Supervisor to oversee the Member. If the Host Site Supervisor changes, they will notify the TAP Program Director immediately.
- Require Member attendance at community coalition and applicable committee meetings.
- Release AmeriCorps Member for 10 days of TAP-sponsored trainings.
- Work with the TAP Program Director to complete and submit a Member Service Plan for each Member they are hosting.
- Work with Member and the TAP Program Director to implement evidence-based strategies to reduce substance abuse in the community.

- Participate in the TAP Coalition Progress Survey (usually administered by the TAP Program Director in September and June) to measure coalition progress on implementation of CADCA's 7 Strategies for Change which encourages the implementation of evidence and practice-based prevention strategies.

Host Site Will:

- Provide cash payment of \$4,500 per TAP Member no later than 45 days following acceptance of this Memorandum of Understanding. If the Host Site loses or releases a TAP Member any time during the term of service, the Host Site is still required to complete the full payment. ***We will accommodate unique payment schedules upon request. There are no refunds.***
- Provide in-kind values for the TAP Member's office space, phone and internet at the beginning of the service year.
- Provide the TAP Member with a dedicated office space, computer, internet access, phone, and office supplies.
- Provide mileage reimbursement to the TAP Member for travel required by the Host Site in accordance with the Host Site policy. Provide travel expectations and travel reimbursement policies to the TAP Member prior to start date.
- Adhere to AmeriCorps rules and regulations (see appendices).
- Not supplement a TAP Member's living allowance with any cash payments.
- Not employ a TAP Member outside of their AmeriCorps service without approval of the TAP Program Director.
- Support TAP Member's participation coalition activities based on TAP Member's availability.

Host Site Supervisor Will:

- Approve TAP Member's service hours in the OnCorps online system on a weekly basis.
- Maintain weekly in-kind records in OnCorps. Training provided by the TAP Program. In-kind tracking is a critical requirement of grant funding this Program, and all Host Site supervisors MUST be up to date with their in-kind tracking in OnCorps. Failure to do so will result in an increase of the cash match to \$5,500.
- Provide daily supervision of the TAP Member.
- Meet with the TAP Member at least once a week in a formal, face-to-face meeting to discuss status, progress of service, and completion of the Member Service Plan.
- Attend a one-day Host Site supervisor training in their community.
- Communicate in a timely manner with the TAP Program Director regarding member issues, successes and progress.
- Release TAP Member for 10 days of training.
- Complete a midterm and end of service evaluation for the TAP Member (forms provided).

TAP Member Will:

- Serve 1,700 hours of service (full-time) or 850 (part-time).
- Fulfill activities and service identified on the approved Member Service Plan.
- Attend required trainings (up to four trainings covering approximately 10 days) and ride-share with other TAP Members when possible to the events.
- Complete and submit required timesheets weekly in OnCorps.
- Complete and submit required TAP Quarterly Reports in a timely manner (forms provided).
- Complete and submit TAP Persons Served Report on a monthly basis (forms provided).
- Complete and submit TAP Member Evaluations in a timely manner (forms provided).
- Reply to communication from Northwoods NiiJii and the TAP Program Director in a timely manner.
- Work with the TAP Program Director to implement Coalition Progress Checklist Tool with their coalition twice a year (usually September and the following June).
- Receive career enhancement training to include portfolio development, resume building and interviewing skills.
- Recruit (and report out on) at least five volunteers to provide five hours each of service to support and implement the evidence-based substance abuse prevention programs.

Member Service Plan

The following service activities must be agreed to and included in the TAP Member service plan in addition to other tasks as assigned by the Host Site and coalition:

Members will recruit at least five volunteers to provide five hours each of service to support and implement the evidence-based substance abuse prevention programs.

TAP staff, Site Supervisors and TAP Members will meet within the first two months of the contract to develop unique service plans that match the needs of the community, current efforts, and TAP Members' skillsets. Completed TAP Member service plans will be due 30 days after the meeting occurs.

Tribal AmeriCorps Program Signature Page

I agree and assure on behalf of the Tribe or Coalition and Host Site, that we understand and will commit to the aforementioned assurances and service workplan.

Tribal Chair Name:	
Tribe:	
Address:	
City, State and Zip Code:	
Telephone:	
Email:	
Signature:	Date:

Coalition Chair Name:	
Tribe/Organization:	
Address:	
City, State and Zip Code:	
Telephone:	
Email:	
Signature:	Date:

Tribal AmeriCorps Program Signature Page

**I agree and assure on behalf of the coalition and Host Site, that we understand and will commit to the
aforementioned assurances and service workplan.**

Host Site #1 (Location of TAP Member)	
Tribe/Organization:	
Address:	
City, State and Zip Code:	
Telephone:	
Email:	
Amount of Cash Match Paid:	
Signature:	Date:

Host Site #1 Supervisor Name:	
Tribe/Organization:	
Address:	
City, State and Zip Code:	
Telephone:	
Email:	
TAP Member to be Supervised by You:	
Signature:	Date:

Tribal AmeriCorps Program Signature Page

**I agree and assure on behalf of the coalition and Host Site, that we understand and will commit to the
aforementioned assurances and service workplan.**

Host Site #2 (Location of TAP Member)	
Tribe/Organization:	
Address:	
City, State and Zip Code:	
Telephone:	
Email:	
Amount of Cash Match Paid:	
Signature:	Date:

Host Site #2 Supervisor Name:	
Tribe/Organization:	
Address:	
City, State and Zip Code:	
Telephone:	
Email:	
TAP Member to be Supervised by You:	
Signature:	Date:

Tribal AmeriCorps Program Signature Page

**I agree and assure on behalf of the coalition and Host Site, that we understand and will commit to the
aforementioned assurances and service workplan.**

Host Site #3 (Location of TAP Member)	
Tribe/Organization:	
Address:	
City, State and Zip Code:	
Telephone:	
Email:	
Amount of Cash Match Paid:	
Signature:	Date:

Host Site #3 Supervisor Name:	
Tribe/Organization:	
Address:	
City, State and Zip Code:	
Telephone:	
Email:	
TAP Member to be Supervised by You:	
Signature:	Date:

Tribal AmeriCorps Program Signature Page

**I agree and assure on behalf of the coalition and Host Site, that we understand and will commit to the
aforementioned assurances and service workplan.**

Host Site #4 (Location of TAP Member)	
Tribe/Organization:	
Address:	
City, State and Zip Code:	
Telephone:	
Email:	
Amount of Cash Match Paid:	
Signature:	Date:

Host Site #4 Supervisor Name:	
Tribe/Organization:	
Address:	
City, State and Zip Code:	
Telephone:	
Email:	
TAP Member to be Supervised by You:	
Signature:	Date:

APPENDIX A - PROHIBITED ACTIVITIES

CORPORATION FOR NATIONAL AND COMMUNITY SERVICE PROHIBITED TRIBAL AMERICORPS ACTIVITIES

The Corporation for National and Community Service (CNCS) acknowledges that religious and political activities play a positive role in healthy communities, that religion and politics are defining characteristics of many community organizations (faith-based and secular), and that religious and political beliefs and actions are central to many Tribal AmeriCorps Members' lives.

However, it is important that Tribal AmeriCorps Programs and their Members do not appear to be taking sides religiously or politically. Consequently, CNCS has imposed a number of limitations on activities that AmeriCorps programs can support and in which Members can engage while earning service hours or when otherwise representing Tribal AmeriCorps.

While charging time to the Tribal AmeriCorps Program, accumulating service or training hours, or otherwise performing activities supported by the Tribal AmeriCorps Program or CNCS, staff and Members may not engage in the following activities, and the grantee may not use grant funds to support the following:

- Attempting to influence legislation.
- Organizing or engaging in protests, petitions, boycotts or strikes.
- Assisting, promoting or deterring union organizing.
- Impairing existing contracts for services or collective bargaining agreements.
- Engaging in partisan political activities or other activities that are likely to include advocacy for or against political parties, political platforms, political candidates, proposed legislature or elected officials.
- Engaging in religious instruction, conducting worship services, constructing or operating facilities devoted to religious instruction or worship, maintaining facilities primarily or inherently devoted to religious instruction or worship, or engaging in any form of religious proselytization.
- Providing abortion services or referrals for receipt of such services.
- Conducting a voter registration drive or using CNCS funds to conduct a voter registration drive.
- Providing direct benefit to:
 - For-profit entity.
 - Labor union.
 - Partisan political organization.
 - Organization engaged in the religious activities described in the preceding sub clause, unless grant funds are not used to support the religious activities.
 - Nonprofit entity that fails to comply with the restrictions contained in section 501(c)(3) of U.S. Code Title 26.
 - Other activities as the Corporation determines will be prohibited, upon notice to the Grantee.
 - Carrying out such other activities as the Corporation may prohibit.

NOTE: Individuals may exercise their rights as private citizens and may participate in the above activities on their initiative, on non-AmeriCorps time, and using non-Corporation funds. **However, the Tribal AmeriCorps logo should not be worn while doing so.**

Members who are asked to engage in an activity they think might be prohibited should contact their Host Site Supervisor. If the Host Site Supervisor cannot determine whether or not it is prohibited, the Host Site Supervisor should contact the AmeriCorps Program Director, who will seek appropriate guidance from funders.

§2540.100 Restrictions Governing the Use of Corporation Assistance:

- (a) **Supplantation.** Corporation assistance may not be used to replace State and local public funds that had been used to support programs of the type eligible to receive Corporation support. For any given program, this condition will be satisfied if the aggregate non-Federal public expenditure for that program in the fiscal year that support is to be provided is not less than the previous fiscal year.
- (b) **Religious use.** Corporation assistance may not be used to provide religious instruction, conduct worship services, or engage in any form of proselytization.
- (c) **Political activity.** Corporation assistance may not be used by program participants or staff to assist, promote, or deter union organizing; or finance, directly or indirectly, any activity designed to influence the outcome of a Federal, State or local election to public office.
- (d) **Contracts or collective bargaining agreements.** Corporation assistance may not be used to impair existing contracts for services or collective bargaining agreements.
- (e) **Nonduplication.** Corporation assistance may not be used to duplicate an activity that is already available in the locality of a program. And, unless the requirements of paragraph (f) of this section are met, Corporation assistance will not be provided to a private nonprofit entity to conduct activities that are the same or substantially equivalent to activities provided by a State or local government agency in which such entity resides.
- (f) **Nondisplacement:**
 - An employer may not displace an employee or position, including partial displacement such as reduction in hours, wages, or employment benefits, as a result of the use by such employer of a participant in a program receiving Corporation assistance.
 - An organization may not displace a volunteer by using a participant in a program receiving Corporation assistance.
 - A service opportunity will not be created under this chapter that will infringe in any manner on the promotional opportunity of an employed individual.
 - A participant in a program receiving Corporation assistance may not perform any services or duties or engage in activities that would otherwise be performed by an employee as part of the assigned duties of such employee.
 - A participant in any program receiving assistance under this chapter may not perform any services or duties, or engage in activities, that -
 - Will supplant the hiring of employed workers; or
 - Are services, duties, or activities with respect to which an individual has recall rights pursuant to a collective bargaining agreement or applicable personnel procedures.
 - A participant in any program receiving assistance under this chapter may not perform services or duties that have been performed by or were assigned to any:

- Presently employed worker;
- Employee who recently resigned or was discharged;
- Employee who is subject to a reduction in force or who has recall rights pursuant to a collective bargaining agreement or applicable personnel procedures;
- Employee who is on leave (terminal, temporary, vacation, emergency, or sick); or
- Employee who is on strike or who is being locked out.

More information may be viewed at https://www.nationalservice.gov/pdf/45CFR_chapterXXV.pdf.

Fundraising Activities

A Member's service activities **may not** include the following:

- Raising funds for his or her living allowance.
- Raising funds for an organization's operating expenses or endowment.
- Writing grant applications for Tribal AmeriCorps or any other funding provided by CNCS.
- Writing grant applications for funding provided by any other federal agencies.

§2520.40 Circumstances Under Which Tribal AmeriCorps Members are Allowed to Raise Resources?

- Tribal AmeriCorps Members may raise resources directly in support of their Program's service activities.
- Examples of fundraising activities Tribal AmeriCorps Members may perform include, but are not limited to, the following:
- Seeking donations of books from companies and individuals for a program in which volunteers teach children to read;
- Writing a grant proposal to a foundation to secure resources to support the training of volunteers;
- Securing supplies and equipment from the community to enable volunteers to help build houses for low-income individuals;
- Securing financial resources from the community to assist in launching or expanding a program that provides social services to the members of the community and is delivered, in whole or in part, through the members of a community-based organization;
- Seeking donations from alumni of the program for specific service projects being performed by current Members.

Tribal AmeriCorps Members may not:

- Raise funds for living allowances or for an organization's general (as opposed to project) operating expenses or endowment;
- Write grant applications to the Corporation or to any other federal agency.

§2520.45 How Much Time May a Tribal AmeriCorps Member Spend Fundraising?

A Tribal AmeriCorps Member may spend no more than 10% of their originally agreed-upon term of service, as reflected in the Member enrollment in the National Service Trust, performing fundraising activities, as described in §2520.40.

More information may be viewed at https://www.nationalservice.gov/pdf/45CFR_chapterXXV.pdf.

APPENDIX B - NON-DISCRIMINATION POLICY

Non-Discrimination Public Notice and Records Compliance

The Tribal AmeriCorps Program (TAP) operates subject to the non-discrimination requirements applicable to their Program found at §§ 175 and 176(f) of the NCSA or § 417 of the DVSA, and relevant program regulations found at 45 CFR Parts 2540 (AmeriCorps State and National), 2551 (Senior Companion Program), 2552 (Foster Grandparent Program), 2553 (RSVP), and 2556 (AmeriCorps VISTA).

Any benefits, terms and conditions of this Program are available to all without regard to race, color, national origin, gender, age, religion, sexual orientation, disability, gender identity or expression, political affiliation, marital or parental status, genetic information and military service.

The Tribal AmeriCorps Program, managed by Northwoods Nijii Enterprise Community, Inc., policy and federal law prohibits reprisal for engaging in protected activity (reporting discrimination or harassment, participating in investigations of such allegations, or intervening to assist those who are subjected to prohibited behaviors), and it will not be tolerated.

In addition to filing a complaint with local and state agencies that are responsible for resolving discrimination complaints, you may bring a complaint to the attention of the Corporation for National and Community Service (CNCS).

If you believe that you or others have been discriminated against, or if you want to seek advice, contact:

Elizabeth Carlberg, Monitoring Officer
Office of Monitoring
(202) 815-4057
ECarlberg@cns.gov

You may also contact the Equal Employment Opportunity Office (EEO) Corporation for National and Community Service:

250 E Street, SW
Washington, DC 20525
(202) 606-7503
eo@cns.gov

The Tribal AmeriCorps Program is available to all, without regard to race, color, national origin, gender, age, religion, sexual orientation, disability, gender identity or expression, political affiliation, marital or parental status, genetic information and military service.

APPENDIX C - APPROVED AMERICORPS FUNDRAISING ACTIVITIES

APPROVED TRIBAL AMERICORPS ACTIVITIES

Members may raise funds directly in support of service activities that meet local, environmental, educational, public safety, homeland security or other human needs.

Examples of fundraising activities Members may perform include, but are not limited to:

- Seeking donations of books from companies and individuals for a program in which volunteers tutor children in reading.
- Writing a grant proposal to a foundation to secure resources to support the training of volunteers.
- Securing supplies and equipment from the community to enable volunteers to help build houses for individuals who are low income.
- Securing financial resources from the community to assist a faith-based or community-based organization in launching or expanding a program that provides social services to the members of the community and is delivered, in whole or in part through the members of the faith-based organization.
- Seeking donations from alumni of the program for specific service projects being performed by current Members.