



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

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

Program Contacts:

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INTRODUCTION

Tribal AmeriCorps Program (TAP)

In January 2009, the Sokaogon Chippewa Community, acting as fiscal agent for the 11 Tribes of Wisconsin, received a \$50,000 planning grant through the federal Corporation for National and Community Service (CNCS). The primary aim of the planning grant was to design and build the infrastructure for a multi-site statewide Tribal AmeriCorps Program that builds local capacity for prevention, intervention and treatment of substance abuse and mental health disorders.

In May 2010, the Sokaogon Chippewa Community was awarded an implementation grant to place 13 AmeriCorps Members in Tribal prevention coalitions across Wisconsin. In 2013, Northwoods NiiJii Enterprise Community, Inc., (NiiJii) located in Lac du Flambeau, became the new fiscal agent for the Program.

TAP 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 programs and prevention coalitions, along with Host Sites, to recruit and host TAP Members from their communities to strengthen the capacity of Host Sites and achieve positive outcomes related to substance abuse. TAP Members will implement prevention activities, engage in direct service with youth, and will assist their Host Sites in implementing evidence and practice-based prevention strategies to improve the substance abuse environments in their local communities.

Memorandums of Understanding (MOUs) are accepted from sites whose Tribal leadership have passed official Resolutions of Support that empower their sites to participate in the Tribal AmeriCorps Program. The Resolutions of Support are held on file by the TAP program. TAP will provide special consideration from sites that serve Tribal students from multiple Tribes but are not connected to a particular Tribe. Contact TAP staff for more information.

The Corporation for National and Community Service (CNCS)

AmeriCorps is a division of the Corporation for National and Community Service (CNCS), an independent federal agency whose mission is to improve lives, strengthen communities and foster civic engagement through service and volunteering.

AmeriCorps has enjoyed bipartisan support since its inception in 1989, when President George H.W. Bush fostered volunteering across the nation by creating the Office of National Service and the Points of Light Foundation. In 1990, the National and Community Service Act was signed into law, authorizing grants to schools to support service-learning and providing demonstration grants for national service programs to youth corps, nonprofits, and colleges and universities.

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.

Northwoods NiiJii Enterprise Community, Inc. (NiiJii)

The Northwoods NiiJii Enterprise Community, Inc., is a not for profit 501(c)(3) organization founded in 1998 as a unique partnership among three Native American Tribes (Lac du Flambeau, Sokaogon and Menominee) and eight municipal partners in rural northern Wisconsin to affect community-based development.

NiiJii was recognized by the USDA as the best performing Tribal Enterprise Community nationally having successfully completed 82 development projects. As fiscal agent for TAP, NiiJii has made the commitment to address substance abuse and extend traditional health and welfare concerns to all the Tribes in the state. Under their leadership, in collaboration with working partners, they have implemented a program that meets CNCS goals, and provide fiscal management and oversight of TAP.

Tribal State Collaboration for Positive Change (TSCPC)

The Tribes of Wisconsin bring a rich array of resources to the table. TSCPC is a coalition comprised of behavioral health professionals from all 11 Tribes. Their wide range of knowledge and experience in prevention, intervention and treatment within Tribal communities is helping guide TAP and our Members in serving their communities.

Kim Swisher Communications, LLC. (KSC)

Kim Swisher and her team were contracted by NiiJii in February 2021 to manage the Tribal AmeriCorps Program. The KSC team has served Wisconsin Indian Country in various capacities since 2013.

RULES AND GUIDELINES

Term of Service

Members are enrolled for the purpose of providing capacity-building services to Tribes, Tribal coalitions, non-profit organizations, public health programs, afterschool programs, schools and others serving rural populations across the Tribal Nations in Wisconsin. The Host Site is the physical location where the Member has a desk, phone and internet access. The Host Site Supervisor is an individual employed by the organization that supervises the Member.

Full-time Members must serve at least 1,700 hours during the term of service, averaging 34 hours per week. Half-time Members must serve 900 hours, averaging 18 hours per week.

Members may apply to serve up to four full-time terms of service, although federal regulations allow a Member to earn no more than the value of two full-time education awards.

Host Site Cash Payment

For the current fiscal year (September 1, 2021 thru August 31, 2022), participating Host Sites are responsible for payment to Northwoods Nijii 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.

The cash payment for a full time TAP Member is \$4,500. The cash payment for a part time TAP Member is \$2,250.

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 by \$1,000 (\$5,500 for a full time TAP Member; \$3,250 for a part time TAP Member).

Education Award

For the 2021-2022 fiscal year, full-time Members (minimum of 1,700 hours) may receive approximately \$6,345, and half-time Members (minimum of 900 hours) may receive approximately \$3,172.50. Amounts are based on information provided on the AmeriCorps website.

Members have up to seven years after their term of service has ended to use the award. Payments made using the education award are considered taxable income in the year that the Corporation makes the payment to the school or loan holder.

Members who are at least 55 years old when they begin their term of service may transfer the education award to their child, grandchild or foster child.

Members can receive up to the equivalent of two years in educational awards from AmeriCorps. TAP Members may serve a maximum of four terms.

Detailed information may be found at <https://americorps.gov/members-volunteers/segal-ameri-corps-education-award/find-out-more>.

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.

Living Allowance

Member living allowances are distributed by NiiJii's accounting firm, KerberRose. The living allowance is divided over the term of service. The full time Member rate for the 2021-2022 fiscal year is \$615.38 (gross) every other week. The part time Member rate for the 2021-2022 fiscal year is \$307.69 (gross) every other week.

TAP Member Placement

TAP Members are enrolled for the purpose of serving their Tribal community or coalition. 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 located in any Wisconsin Tribal community.

The Host Site Supervisor is an individual employed by the Host Site that directly supervises the TAP Member.

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). NiiJii connects TAP Members to these benefits but does not manage them.

Service Gear

AmeriCorps and TAP service gear are provided, and TAP Members are encouraged to wear while serving.

TAP Member Requirements

- Must be at least 18 years old within one month of beginning service.
- Must have a minimum of a High School Diploma or GED/HSED.
- Must be willing to complete the full term of your service.

Host Site Supervisors and 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 NiiJii policies.

The completed application will be sent to the TAP Program Director, who will review the applicant information and forward the application to NiiJii, who performs the 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 time service hours (1,700 hours) or part time service hours (900).

Confidentiality

In order to respect the privacy of both the Tribal AmeriCorps Members and individuals with which they serve, the following requirements must be shared:

Host Sites Agree To:

1. Maintain confidentiality of information pertaining to individual Members as required by applicable laws including 45CFR2540.202 and 45CFR2540.204. Details may be viewed at <https://www.govinfo.gov/content/pkg/CFR-2014-title45-vol4/pdf/CFR-2014-title45-vol4-sec2540-202.pdf>.
2. Obtain prior written consent of all Members before using their names, photographs and other identifying information for publicity, promotional or other purposes.

Tribal AmeriCorps Members Agree To:

1. Maintain the confidentiality of personal information regarding individual Program participants.
2. Abide by the local Host Site, Tribal and coalition guidelines around the use of information or data on clients and participants.

Tribal AmeriCorps Program Administration

The Tribal AmeriCorps Program (TAP) team includes:

Pam Boivin, Interim Executive Director

Administrative/Fiscal Management
Northwoods NiiJii Enterprise Community, Inc.
PO Box 786, Lac du Flambeau, WI 54538
Cell (920) 915-1531
nnec.pboivin@gmail.com

Kim Swisher, Program Director

Kim Swisher Communications, LLC.
PO Box 113, Eagle River, WI 54521
Office (715) 437-0090
Cell (715) 437-0465
programdirector@tribalamericorps.com

Kimberly Soldier, Tribal Outreach Coordinator

Cell (715) 622-0139
kimberlee@kimswisher.com

Tribal AmeriCorps Program Memorandum of Understanding

Directions:

- Submit one MOU per requested Tribal AmeriCorps Member.
- Hand-written MOU's are not accepted. Please use this document.
- Complete the information below.
- Upon completion of this document please print the completed application, have the appropriate people sign and date the application, and return the signed copy to programdirector@tribalamericorps.com.

Name of Tribe or Coalition:	
Host Site Name and Location:	
Primary Contact's Name:	
Primary Contact's Phone:	
Primary Contact's Email:	
Number of Tribal AmeriCorps Members Requested:	
Name(s) of Tribal AmeriCorps Members Requested:	
Brief Description of the Work TAP Members Will Perform?	

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 the community.

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 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 at TSCPC meetings.
- Offer guidance on the development of Tribal prevention curriculums for Member and staff trainings.
- Help promote Member recruitment in all Wisconsin Tribal communities.

Host Site Will:

- Appoint a Host Site Supervisor to oversee the Member. If the Host Site Supervisor changes, the TAP Program Director will be immediately notified.
- Release TAP Member for required AmeriCorps trainings.
- Work with the TAP Member and Program Director to complete and submit a Member Service Plan for each Member they are hosting.
- Participate in the TAP Progress Surveys.
- Support TAP Member's participation in prevention activities.
- Provide cash payment of \$4,500 per full time TAP Member, or \$2,250 per part time 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. **There are no refunds.***

- Provide in-kind values for the dedicated office space provided to the TAP Member, including office space, phone, internet and supplies.
- Provide in-kind values for the Host Supervisor's time in supervising the TAP Member.
- Provide mileage reimbursement to the TAP Member for travel required by the Host Site in accordance with the Host Site's policies. Provide travel expectations and travel reimbursement policies to the TAP Member prior to start date.
- Adhere to the AmeriCorps and CNCS 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.

Host Site Supervisor Will:

- Approve Member hours on a weekly basis in OnCorps. The Host Site Supervisor must approve or reject the timesheet every Friday by 5:00 pm.
- Maintain weekly in-kind records in OnCorps.
- Communicate in a timely manner with the TAP Program Director regarding Member issues, successes and progress.
- Release TAP Member for required AmeriCorps trainings.
- Complete a midterm and end of service evaluation for the TAP Member.

TAP Member Will:

- Serve 1,700 hours of service (full-time) or 900 (part-time).
- Fulfill activities and service identified on the approved Member Service Plan.
- Attend required trainings, 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 Reports as defined in the TAP Handbook in a timely manner.
- Reply to communication from NiiJii and the TAP Program Director in a timely manner.
- Recruit at least five volunteers to provide five hours each of service to support substance abuse prevention programs.

TAP Staff Will:

- Provide overall Program management and organizational development of TAP.
- Provide Members and Host Sites training and programming, including orientation.
- Facilitate ongoing communication with Members and Host Site Supervisors.
- Provide regular reports to the Tribal Advisory Board.
- Provide Tribal governments with updates and TAP reports as requested.
- Review weekly service reports, monitoring and documenting service hours, ensuring that living allowances meet the minimum specified by the CNCS, providing Program and policy updates, conduct site visits and review Member performance evaluations.
- Manage CNCS grant reporting and writing.
- Mentor and assist Members as able to achieve their service and life goals.

Member Service Plan

The Host Site and TAP Member will create the Member Service Plan, which outlines the TAP Member's responsibilities and tasks to be assigned by the Host Site.

In addition, TAP Members will recruit at least five volunteers to provide five hours each of service to support their Host Site's initiatives relating to substance abuse prevention.

TAP Member Service Plans are due 30 days after the orientation meeting that will be held by TAP staff. A template will be provided to the Host Site Supervisor and the TAP Member in advance of the orientation meeting.

Tribal AmeriCorps Program Signature Page

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

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 Tribe and Host Site, that we understand and will commit to the
aforementioned assurances and service work plan.**

Host Site #1 (Location of TAP Member)	
Tribe/Organization:	
Primary Contact Person's Name:	
Address:	
City, State and Zip Code:	
Telephone:	
Email:	
Amount of Cash Match to be Paid:	
Signature	Date

Host Site #1 Supervisor:	
Tribe/Organization:	
Host Site Supervisor's Name:	
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 Tribe and Host Site, that we understand and will commit to the
aforementioned assurances and service work plan.**

Host Site #2 (Location of TAP Member)	
Tribe/Organization:	
Primary Contact Person's Name:	
Address:	
City, State and Zip Code:	
Telephone:	
Email:	
Amount of Cash Match to be Paid:	
Signature	Date

Host Site #2 Supervisor:	
Tribe/Organization:	
Host Site Supervisor's Name:	
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 Tribe and Host Site, that we understand and will commit to the
aforementioned assurances and service work plan.**

Host Site #3 (Location of TAP Member)	
Tribe/Organization:	
Primary Contact Person's Name:	
Address:	
City, State and Zip Code:	
Telephone:	
Email:	
Amount of Cash Match to be Paid:	
Signature	Date

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

APPENDIX A

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 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 NiiJii 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 TRIBAL AMERICORPS ACTIVITIES

Approved Fundraising 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.