

AmeriCorps SC 2025-26

Notice of Funding Opportunity

- Workshop #7: Narrative Walkthrough Part 2 (Member Experience, Member Recruitment, Member Retention, Data Collection/Performance Measures)
- Workshop held Friday February 21, 2025 11am-noon EST

Important Dates



Friday February 28 by 5 pm

- Full Application due in eGrants



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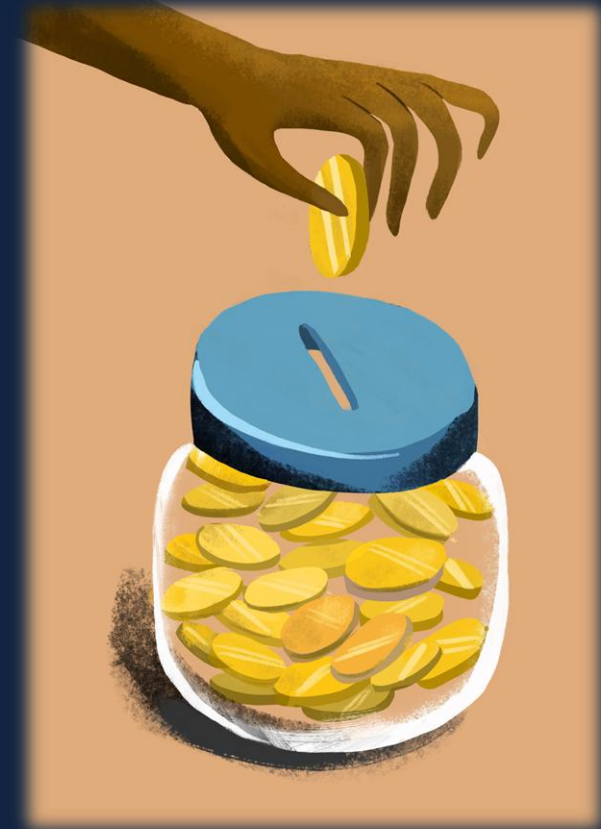


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Member Recruitment, Retention & Experience

Member Recruitment, Retention & Experience

- Designing a position description with intentionality
 - Title
 - Clear responsibilities and tasks
 - Impact to the community and impact on the member
 - program slogan
- Retention and member experience tips
 - Professional development
 - monthly trainings
 - performance evaluations
 - Team and one-on-one check-ins with program
 - community
 - Site visits
 - Collect feedback
 - Network of alums



Continuation Applications

Have you
enrolled
at least
90% of
your slots?

Have you
retained
at least
85% of
your slots?

New/Recompete Applications

Pages 33-34 in NOFO

- **Position Structure**
 - Slots
 - MSY
 - Overall impact
- **Member Training, Growth, and Support**
 - Orientation
 - Supervision
 - Ongoing professional development
 - What skills will be gained?
- **Recruitment & Retention**



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Data Collection & Performance Measures

Focus on Operational Grants

Performance Measures

- **Planning grants** –
 - Contact Becky at Rebecca@uwasc.org for instructions
- **Continuation grants** –
 - Page 29 of the NOFO: Outputs and Outcomes
- **New / Recompete** –
 - Page 33 of the NOFO: Measurable Outputs and Outcomes

Performance Measures



The why...

- Accountability
- Measure Progress
- Program Improvement

Performance Measures Resources

- On3Learn – Applicant Courses: 2025-2026 NOFO – Selecting and Developing Performance Measurements
 - On3Learn Course Guide ([LINK](#))
 - Use code: **SCSUB22** at checkout
- FY 2025 AmeriCorps State and National Best Practices for Performance Measures Video ([Recording LINK](#))
- AmeriCorps National Performance Measurement Core Curriculum ([LINK](#))

Performance Measures

Output

- Amount of service provided or completion of activities
 - How much service did we perform?
 - How many individuals or organizations did we serve?

Outcome

- Changes or benefits that occur in individuals, organizations, communities, environment
 - What difference did our service make for beneficiaries?
 - How did the new system or product enhance the organization's capacity to serve the community?

Performance Measures Requirements

- At least one performance measure connected to the primary intervention
 - 1 output paired with 1 outcome
- National Performance Measure or applicant-determined measure



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National Performance Measures



Disaster Services



Economic
Opportunity



Education



Environmental
Stewardship



Healthy Futures



Veterans &
Military Families



Capacity Building

National Performance Measures



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[Link to 2025 ASN Performance Measures Instructions](#)

Performance Measures

■ Option 1

- Aligned National Performance Measure output and outcome

■ Option 2

- National output and applicant-determined outcome

■ Option 3

- Applicant-determined output and outcome

Performance Measurement

- Can I have more than one performance measure?
- Output only
 - Does not fulfill requirement for an aligned performance measure
 - Selected in addition to aligned measure(s)

Things to consider


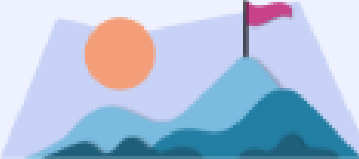
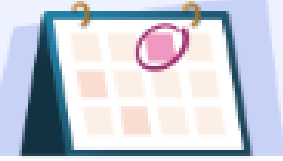
Performance measures fit your program design

Alignment (Theory of Change & Logic Model)

Less is more

Clearly define terms and ensure they are meaningful

Things to consider

S	Specific	Make your goal specific and narrow for more effective planning	
M	Measurable	Make sure your goal and progress are measurable	
A	Achievable	Make sure you can reasonably accomplish your goal within a certain time frame	
R	Relevant	Your goal should align with your values and long-term objectives	
T	Time-based	Set a realistic but ambitious end date to clarify task prioritization and increase motivation	

Things to consider

Ambitious but realistic

Measurable within the grant period

Consider your target population and the severity of the problem(s) being addressed

Sufficient resources

Performance Measure: Increasing Food Security



- Output (H10 – Number of individuals receiving food assistance)
 - Definition: The number of individuals who receive food assistance through AmeriCorps member activities, including food banks, meal distribution services, or nutrition education initiatives.
 - Data Collection Method:
 - Source: Food distribution records, intake forms, and program logs.
 - Instrument:
 - Sign-in sheets for food distribution events.
 - Program intake records for individuals receiving ongoing assistance.
 - Tracking system or database used by the food pantry or meal service.
 - Frequency: Data is collected at each food distribution event and reported monthly by AmeriCorps members.
 - Target number: 5,000 individuals served annually.
 - Significance: This output captures the scope of individuals receiving food assistance and the reach of the program.

Performance Measure: Increasing Food Security



- Outcome (H12 – Number of individuals reporting increased food security)
 - Definition: The number of individuals who report increased food security as a result of receiving AmeriCorps member-supported food assistance. Food security is defined as having reliable access to sufficient, nutritious food as measured by self-reported improvements in food availability and household meal stability.
 - Data Collection Method
 - Source: Participant self-reports via surveys or structured interviews.
 - Instrument:
 - Pre/Post Food Security Survey (e.g., using USDA's validated food security assessment)
 - Follow-up calls or interviews conducted by AmeriCorps members.
 - Frequency:
 - Baseline survey at intake.
 - Follow-up survey after receiving food assistance for a set period (e.g., 30, 60 or 90 days).
 - Target Number: 3,000 individuals reporting improved food security.
 - Significance: This outcome ensures that food assistance programs are not only distributing food but also making a measurable impact on reducing food insecurity among participants.

Performance Measures

- **New applicants** - focus on what's applicable to your program in the instructions
- **Recompete applicants** – now is the time to make any shifts or needed significant changes to your performance measure(s)
- **Continuation applicants** – incremental changes that must be noted in the continuation narrative section

AmeriCorps SC NOFO



- All applicants should take the time to review
- National Performance Measures Instructions [\(LINK\)](#)
- Performance Measures start on page 53 of the AmeriCorps SC NOFO including eGrants instructions [\(LINK\)](#)

NOFO support – who to contact

- For technical assistance
 - Becky Brennan Thom
 - Director of AmeriCorps SC
 - rebecca@uwasc.org
 - Phone: 803-608-7780

- For administrative or management inquiry
 - Mark Weller
 - Executive Director, SC Service Commission
 - mark.weller@uwasc.org
 - Phone: 803-920-4868

Workshop #7: Narrative Walkthrough Part 2
(Member Experience, Member Recruitment,
Member Retention, Data
Collection/Performance Measures)

Time for Q&A



Next workshop: **OPEN OFFICE HOURS FOR LAST MINUTE Q&A**

**Friday, February 28th
11 am – 12 pm EST**



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Additional Upcoming Workshops

8. **Last Minute Questions** – Fri 2/28 @ 11am

Register for the workshops here:
[Meeting Registration - Zoom](#)