

SerVermont

Vermont State Service Plan

2019-2022

Introduction

The State Service Plan outlines goals and strategies to engage Vermonters in service and build the volunteer management capacity of programs and organizations which are supported by national service resources.

SerVermont will focus on the goals presented in this plan for the next three years. These goals will guide SerVermont's commissioners in their recommendations for funding AmeriCorps programs and as they determine what additional activities SerVermont will engage in. Progress towards goals will be assessed using performance measures developed by SerVermont. This plan will be reviewed on an annual basis and updated when necessary.

Background

Vermont's Commission on National and Community Service, SerVermont, is a citizen body appointed by the Governor to support national service and volunteerism throughout Vermont. SerVermont's mission is to promote, support, and recognize volunteerism and community service throughout the state. SerVermont was established by Executive Order 05-98 on November 30, 1993 by Governor Howard Dean.

SerVermont administers funding for Vermont's AmeriCorps State programs and monitors their progress, supervises Vermont's AmeriCorps VISTA Umbrella Project, grants state funding to Senior Corps programs, and plays a role managing volunteers during disasters under Vermont's Emergency Operations Plan. SerVermont receives federal funding from the Corporation for National and Community Service.

SerVermont's work is guided by the six focus areas defined in the Serve America Act: Disaster Services, Education, Environmental Stewardship, Economic Opportunity, Healthy Futures, and Veterans and Military Families. SerVermont works to engage national service members within these focus areas in efforts that contribute towards Vermont's Outcomes of Well-Being defined in Act 186 and other goals identified by local communities. The established Outcomes of Well-Being for the State and focus areas of the Serve America Act guide SerVermont to direct resources towards a set of common ends that has been accepted statewide and nationally.

Vermont's rural landscape and relatively small population, creates a tightly knit community of service programs and national service members delivering services to individuals and families across the entire state. SerVermont works to have strong AmeriCorps State programs addressing Vermont's most critical

needs and looks to expand the AmeriCorps programming we offer to provide more Vermonters with the opportunity to serve in national service programs. Our programs focus on a range of complimentary issues that address unique needs in Vermont communities and various CNCS focus areas.

Vermont's rate of volunteerism is high at 36%. Vermont has the 16th highest volunteer rate per capita among the states. SerVermont supports the overall volunteer rate through our national service programs and statewide volunteerism rates and trends serve as a good indicator of the general health of volunteerism and service in Vermont. SerVermont's programs contribute to the overall strength of service and volunteerism in Vermont and improving the lives of Vermont's most vulnerable citizens

SerVermont's vision is for all Vermonters to have and act on a commitment to service and each other. If this plan is successful more Vermonters will make a commitment to service in their community and can act upon it.

Goals and Strategies for the State Service Plan Cycle

Goal 1: Enhance opportunities to serve in Vermont.

Strategies:

1. Provide support and technical assistance to potential new AmeriCorps programs that are designed to address critical community challenges.
2. Build the capacity of Vermont's current AmeriCorps Programs to administer strong programming through training and technical assistance related to operating an AmeriCorps program efficiently and effectively, including topics which will enhance the AmeriCorps member experience.
3. Increase the funding available for national service programs in Vermont through strategic engagement of community organizations that do not host AmeriCorps Programs or members, including organizations that work in currently under-represented CNCS focus areas, including disaster services, and serving seniors.
4. Increase capacity to utilize data to share member experiences, success stories and make programmatic decisions.

Goal 2: Enhance the national service member experience in Vermont.

Strategies:

1. Increase to the benefits of serving in Vermont national service programs.
 - a. Develop Education Award matching program in Vermont
 - b. Expand Employers of National Service in Vermont

- c. Enhance Life After AmeriCorps-related support.
 - d. Develop Retirement benefits
 - e. Develop hiring preference for alumni.
2. Provide training to national service members on topics and skills which will prepare them for success during service and careers in Vermont's diverse social sector. Specifically, training on volunteer management, cultural competency, and performance measurement and management.
 3. Build the performance measurement capacity of nonprofits receiving national service resources through training and technical assistance in order to increase their ability to measure the difference they make and tell the story of their work.

Goal 3: Increase awareness of national service and its impact on Vermont.

Strategies:

1. Increase involvement with elected state and local officials.
2. Actively engage national service alumni and champions of national service in our work.
3. Increase our capacity to utilize data to tell the story of national service and its' impact in Vermont.
4. Recognize Vermonters for their service.
 - a. Governor's Service Awards.
5. Share stories of service and the accomplishments of national service members with the community.
 - a. through SerVermont's website,
 - b. social media, and
 - c. traditional media.
6. Promote service as a solution to community challenges through Public Service Announcement campaigns.