

CITY OF LAKES AMERICORPS

SITE PLAN

PROGRAM YEAR 2017-2018

MINNEAPOLIS PUBLIC SCHOOLS | MINNEAPOLIS COMMUNITY EDUCATION



A program of Minneapolis Community Education

OPTION A

English Language Development Services

OVERVIEW OF SERVICES

Full-time Academic Coaches support Long-Term English Learners in an Academic English Language Development (ELD) class led by a licensed teacher.

- CoL provides the research-based, high-interest E3D curriculum specifically designed for LTELs in the middle grades
- CoL provides 2 - 4 fulltime AmeriCorps Academic Coaches
- Each coach provides ELD support to 10 or more middle school LTELs
- CoL provides E3D training for cooperating teachers
- Members regularly communicate with families and plan and lead quarterly family events
- CoL Program Staff provide ongoing coaching and training for members
- An on-site ESL teacher provides daily supervision and support for members

Complete this section for school day services.



ELD-Focused Class

1. How will students be identified and enrolled into the ELD-focused class?
2. How many sections of the ELD-focused class will be offered?
 - One section per grade (6 - 8)
 - One section for grades 7 & 8 combined
 - One section for grade 6 only
 - Other Click here to enter text.
3. How many members would you prefer to host?
4. How will families be informed about and give permission for their child to receive CoL services?
5. Will cooperating teachers be available to attend 6-8 hours of E3D Curriculum PD during Workshop Week?
 - Yes
 - No

COOPERATING TEACHER ROLE

Cooperating teachers are highly-qualified and agree to lead the ELD-focused class designed to accelerate the Academic English Language Development of LTELs. Our goal is to ensure that working with City of Lakes AmeriCorps is beneficial to you and your students, as well as to our members. We hope that by collaborating with our program and our coaches you expand your practice and that our coaches add capacity in ways that enable you to accomplish more than you might have achieved by yourself. Below are some suggestions for how you might effectively utilize your coaches to accomplish this goal:

What our coaches bring to the classroom:

- E3D Curriculum
- Foundational knowledge and training in the latest research-based best practices for working with LTELs
- Ability to work with individual and small groups of students
- Enthusiasm/eagerness to learn and a deep desire to make a difference

How cooperating teachers provide support to coaches:

- Mentoring
- Offer sound advice about good practice, what works, what doesn't and why
- Share philosophy of teaching, classroom management and student engagement
- Set and communicate clear expectations
- Share strategies and resources
- Collaborate to plan and implement lessons

Models for effective collaboration:

- Cooperating teacher and coaches plan together.
- Coach works with small groups of caseload students and individual students in need of additional attention, helping to differentiate instruction within the focus classroom.
- Cooperating teacher and coach work together to identify how best to implement the E3D curriculum, each taking primary responsibility for delivering instruction.
- Coach has a clearly defined and agreed upon role in the classroom, taking on more responsibility over time.
- Cooperating teacher and coach split up stations to provide more oversight and direction.
- Cooperating teacher and coach split up class and teach smaller groups the same or different content.
- Cooperating teacher and coach review assessments and reflect together on effectiveness of lessons.
- Cooperating teacher and coach pool their resources and think together about how to help individual students.
- Cooperating teacher avoids utilizing coaches as behavioral support.
- Cooperating teacher avoids assigning coaches to work primarily with the lowest performing students.
- Coaches take initiative, ask for help when needed, make changes based on constructive feedback provided by cooperating teachers.
- Coaches bring student-related concerns to their cooperating teachers and work together to problem-solve.



Identify Cooperating Teachers

Use the following questions to help identify cooperating teachers who will lead the ELD-focus class. Does the individual have:

- A philosophical belief that L-TEs can and will achieve if given the opportunity and necessary support?
- A willingness and ability to collaborate with a cohort of academic coaches to create a sense of community or 'family' so that students feel safe to take academic and developmental risks?
- Experience in or willingness to work with novice or emerging educators?
- A strong ability and desire to build positive relationships with students and the skills to engage them in high-interest, real-world discussions and projects?
- Ability to approve member time in our online system every pay period
- Time to attend a mandatory E3D Curriculum Training during Workshop Week?

Cooperating Teacher:

Licensure Area:

Cooperating Teacher:

Licensure Area:

Cooperating Teacher:

Licensure Area:

Principal Signature: _____ **Date:** _____

SITE SUPERVISOR ROLE & RESPONSIBILITIES

Site Supervisors are often a site's Lead ESL Teacher, but should be a staff member who understands the needs of LTELs and enjoys supervising emerging educators. The Site Supervisor reviews and understands the AmeriCorps policies and prohibited activities of members, and agrees to adhere to these policies when planning for member service at site. The Site Supervisor is responsible for the following:

Caseload Management

SPRING OF 2017

- ➔ Establish preliminary caseloads. Ensure that those responsible for student schedules have this information.

Eligibility: Students are eligible if they have had Limited English Proficiency (LEP) status for five or more years, **regardless of WIDA level**. However, this program is most effective with students whose overall language proficiency score is **4.0 or higher** on the WIDA ACCESS. In addition, the program prioritizes:

- a. students who are not receiving individual ESL support already (i.e., stand-alone classes or pull-outs by the ESL teacher);
- b. students who have previously received CoL services;
- c. students that would benefit from and whose schedule will allow receiving push-in support from a CoL tutor.
- d. **Dual-eligible students:** From a program standpoint, members are able to serve dual-eligible LTELs; however, we ask that members are informed of any accommodations or other pertinent information from student IEPs in order to most effectively serve that student.

Site Orientation

AUGUST

- ➔ **Introduce COL Members** to other site staff and stakeholders. Ensure that site staff understand the focus and role of COL members in your building.
- ➔ **Building Orientation:** Ensure COL members have a reasonable work space and access to all the necessary items and tools to do their job (i.e., phone, computer, office supplies, locker, keys, bathroom, copier codes etc.).
- ➔ **Establish and Communicate Expectations:** Successful members know what is expected of them. Please take the time to clearly communicate your buildings professional expectations, both explicit and implicit.
- ➔ **Build Community:** Take time to get to know your members! We are a cohort model program and members are only with us for a short time, thus, developing a sense of belonging on site can be difficult. When supervisors take small steps to help members feel welcomed, they are more effective in their work with students, are more willing to take risks, comfortable asking for help, and are eager to take on additional responsibilities. **Please remember that members are motivated to serve and will do so happily when they feel appreciated.**

Supervision & Support

SEPTEMBER - JUNE

- ➔ **Program Communication:** Maintain communication with the Program Supervisor regarding any member performance concerns (behavior, attitude, etc.), supervision support or assistance with any aspect of COL services.
- ➔ **Assign Caseloads & Push-In Schedule:** Assign each tutor a caseload of 10 students and establish a tutor push-in schedules. Tutors should be able to support at least one content class per day for each of their caseload students (prioritize Science & Social Studies, or student request).
- ➔ **Site-based Member Development:** Identify relevant staff development opportunities and invite members as you see fit, and help them identify additional training opportunities, on-site or off, that will provide them the tools or information necessary to be effective in their work.
- ➔ **Monthly Cluster Meetings:** Attend at least one cluster meeting per month, or as needed for a general check-ins, provide support and help problem-solve any issues with member service experience.
- ➔ **Progress Monitor Meetings:** Conduct monthly meetings with COL members to review student portfolios and progress, and make any adjustments necessary to best meet student needs.
- ➔ **In-kind Time Log:** Report monthly in-kind time in OnCorps (if pass fingerprint background check).
- ➔ **Quarterly Report Assistance:** Assist members in data collection. Data may include items such as student ID #s and assessment of progress from monthly progress monitoring meetings.
- ➔ **Approve Member Hours:** Oversee member schedules and approve time in OnCorps.



Identify Site Supervisor

Each site must identify a Site Supervisor who provides onsite supervision and support to members during their day-school service activities.

Site Supervisor: _____

Person responsible for scheduling students: _____

Principal Signature: _____ Date: _____

OPTION B

Youth Development Services

OVERVIEW OF AFTER SCHOOL SERVICES

Part-time Youth Workers provide out-of-school-time social emotional learning and enrichment opportunities for youth, primarily in the middle grades.

- CoL provides 2-3 PT Youth Workers
- Members implement targeted local community outreach and volunteer mobilization strategies to increase program capacity
- CoL Program Staff provide coaching, training and support
- After School Coordinator provides daily supervision and support for members

Complete this section for after school youth development services.



After School Program Needs

Community Education/Beacons Coordinator: [Click here to enter text.](#)

1. Please complete the following:

What are your program needs?	How can you utilize members to address these needs?

2. What is your after school program structure?

- One tier (students have one class - either an enrichment or academic class - each day)
- Two tier (students have both an enrichment and an academic hour each day)
- Other _____

SITE SUPERVISOR ROLE & RESPONSIBILITIES

Site Supervisors during after school are typically a Community Education or Beacons Coordinator who agrees to and enjoys supervising emerging youth workers. Site Supervisors review and understand the AmeriCorps policies and prohibited activities of members, and agrees to adhere to these policies when planning for member service during after school programming. The Site Supervisor is responsible for the following:

Pre-service Preparation

SPRING

- ➔ **Plan Member Orientation** – what will they need to know when they get here?

Orientation

AUGUST

- ➔ **Introduce COL Members** to site staff and community stakeholders.
- ➔ **Orientation:** Help orient CoL members to the site, building, and the larger community. Ensure they have reasonable work space and access to all the necessary tools and supplies to do their job (i.e., phone, computer, office supplies, locker, keys, bathroom, copier codes etc.).
- ➔ **Establish and Communicate Expectations:** Successful members know what is expected of them. Please take the time to clearly communicate your professional expectations, both explicit and implicit.
- ➔ **Build Community:** Take time to get to know your members! We are a cohort model program and members are only with us for a short time, thus, developing a sense of belonging on site can be difficult. When supervisors take small steps to help members feel welcomed, they are more effective in their work with youth, are more willing to take initiative, comfortable asking for help, and are eager to take on additional responsibilities. Please remember that members are motivated to serve and will do so happily when they feel appreciated.

Supervision & Support

SEPTEMBER-JULY

- ➔ **Cluster Meetings:** Members are responsible for conducting weekly cluster meetings. Site supervisors should attend at least one cluster meeting per month for a general check-in, provide support and help problem-solve any issues with member service experience.
- ➔ **Program Communication:** Maintain communication with your COL Program Supervisor regarding any member performance concerns (behavior, attitude, etc.), supervision support or assistance with any aspect of our services.
- ➔ **Site-based Member Development:** Identify relevant staff development opportunities and invite members as you see fit, and help them identify **additional training opportunities**, on-site or off, that will provide them the tools or information necessary to be effective in their work.
- ➔ **Approve Member Hours:** Oversee member schedules and approve time in OnCorps.
- ➔ **In-kind Time Log:** Report monthly in-kind time in OnCorps (if pass fingerprint background check).
- ➔ **Site Supervisor Meetings:** Attend quarterly meetings with COL program staff.



Principal Acknowledgement

Please select one:

I support my site's request and plan for City of Lakes AmeriCorps members during the 2017-2018 school year, and I will include the site fee in our budget for the upcoming school year. The funding source I have identified for this fee is _____

(Acceptable sources of matching funds that can be used to pay this site fee include non-federal funds and federal funds from the following list:)

- Title I, Part A of the Elementary and Secondary Education Act of 1965 (ESEA) (20 U.S.C. §§ 6301 *et seq.*)
- School Improvement Grants under section 1003(g) of the ESEA (20 U.S.C. § 6303(g))
- Race to the Top under section 14006 of the American Recovery and Reinvestment Act of 2009 (ARRA)
- i3 awards under section 14007 of the ARRA
- High School Graduation Initiative under Title I, Part H of the ESEA (20 U.S.C. §§ 6551 *et seq.*)
- Full Service Community Schools under Title V, Part D, Subpart 1 of the ESEA (20 U.S.C. §§ 7243 *et seq.*)
- Promise Neighborhoods under Title V, Part D, Subpart 1 of the ESEA (20 U.S.C. §§ 7243 *et seq.*)
- 21st Century Community Learning Centers under Title IV, Part B of the ESEA (20 U.S.C. §§ 7171 *et seq.*)

By signing below, you confirm you have read and reviewed the attached AmeriCorps policies and prohibited activities of members, and agree to adhere to these policies.

Principal Signature: _____ Date: _____

MEMBER RULES OF CONDUCT and AmeriCorps PROHIBITED ACTIVITIES

A. While charging time to the AmeriCorps program, accumulating service or training hours, or otherwise performing activities supported by the AmeriCorps program or the Corporation, staff and members may not engage in the following activities:

1. Any activity that is illegal under local, state or federal law.
2. Activities that pose a significant safety risk to others.
3. Any AmeriCorps prohibited activities that include:

(1) Attempting to influence legislation;

(2) Organizing or engaging in protests, petitions, boycotts, or strikes;

(3) Assisting, promoting, or deterring union organizing;

(4) Impairing existing contracts for services or collective bargaining agreements;

(5) Engaging in partisan political activities, or other activities designed to influence the outcome of an election to any public office;

(6) Participating in, or endorsing, events or activities that are likely to include advocacy for or against political parties, political platforms, political candidates, proposed legislation, or elected officials;

(7) Engaging in religious instruction, conducting worship services, providing instruction as part of a program that includes mandatory religious instruction or worship, 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;

(8) Providing a direct benefit to—

(i) A business organized for profit;

(ii) A labor union;

(iii) A partisan political organization;

(iv) A nonprofit organization that fails to comply with the restrictions contained in section 501(c)(3) of the Internal Revenue Code of 1986 except that nothing in this section shall be construed to prevent participants from engaging in advocacy activities undertaken at their own initiative; and

(v) An organization engaged in the religious activities described in paragraph (g) of this section, unless Corporation assistance is not used to support those religious activities;

(9) Conducting a voter registration drive or using Corporation funds to conduct a voter registration drive;

(10) Providing abortion services or referrals for receipt of such services;

(11) Supervising other AmeriCorps members; and

(12) Such other activities as the Corporation may prohibit.

AmeriCorps members may not engage in the above activities directly or indirectly by recruiting, training, or managing others for the primary purpose of engaging in one of the activities listed above. Individuals may

exercise their rights as private citizens and may participate in the activities listed above on their initiative, on non-AmeriCorps time, and using non- CNCS funds. Individuals should not wear the AmeriCorps logo while doing so.

B. The member is expected to, at all times while acting in an official capacity as an AmeriCorps member:

1. Demonstrate mutual respect towards others.
2. Follow program and site guidelines.
3. Be a positive representative of AmeriCorps.
4. Wear AmeriCorps identification or service gear.

C. The member understands that the following acts also constitute a violation of the program's rules of conduct:

1. Unauthorized or excessive tardiness or absences (from their site or CoL events/meetings).
2. Repeated use of inappropriate language (i.e. profanity).
3. Failure to wear appropriate clothing to service assignments.
4. Stealing or lying.
5. Engaging in any activity that may physically or emotionally damage other members of the program or people in the community.
6. Unlawful manufacture, distribution, dispensation, possession or use of any controlled substance or illegal drugs during the term of service.
7. Consuming alcoholic beverages during the performance of service activities, while wearing official AmeriCorps service gear, or when under age.
8. Being under the influence of alcohol or any illegal drugs during the performance of service activities.
9. Failing to notify the program of any criminal arrest or conviction that occurs during the term of service.

A. Under the Drug-Free Workplace Act, you must immediately notify the program Director if you are convicted under any criminal drug statute. Your participation in the program is conditioned upon compliance with this notice requirement and action will be taken for violation of this policy.

B. Jury Duty: AmeriCorps members called to serve on a jury will continue to receive credit for their normal service hours, a living allowance, health care coverage and, if applicable, child care coverage regardless of any reimbursements for incidental expenses received from the court.

C. Attendance Policy: Whenever possible, personal appointments should be taken care of outside of the school day, on release days, or on weekends. If it becomes necessary to miss time at your service site, members must follow the specific policies of that site which may include: calling the office, calling their teachers, and/or contacting their Site Supervisor. For Corps required events, staff may enact the member disciplinary policy if a member has excessive absences or repeated tardiness. Refer to the CoL Member Handbook for more details.

D. Holidays: Sites are closed and members are not required to serve on holidays. Members wanting hours on these days are allowed to seek out their own opportunities. These opportunities must be pre-approved for hours by CoL staff, and the member must provide a Proof of Attendance (POA) for the hours claimed.

- E. Vacations: Members are allowed to take vacation time during their year of service. The member will still receive paychecks and be considered actively serving as long as they have submitted a Vacation Request Form and it has been approved by staff. Staff reserves the right to deny vacation requests if there is any concern about the member being able to successfully complete their service term.

- F. Member Conduct: Members are required to adhere to all COL policies and all MPS policies around employee conduct. Please refer to the online COL member handbook and MPS Employee Handbook for a thorough listing of these policies.

- G. Harassment Policy: City of Lakes and the Minneapolis Public Schools strive to maintain learning and working environments that are free of harassment and violence. Employees shall not engage in harassment. Any employee who engages in harassment on the basis of race, color, ethnicity, creed, religion or religious practice, national origin, gender, gender identity, sexual orientation, affectional preference, marital status, status with regard to public assistance, disability, age, family care leave status or veteran status or who permits employees under his or her supervision to engage in any of the foregoing types of harassment or who retaliates or permits retaliation against an employee who reports any of the foregoing types of harassment is guilty of misconduct and will be subject to progressive discipline, which includes corrective action up to and including termination of employment.

- H. In general, for violating the above stated rules in this section, the program will do the following:
 - 1. For the member's first offense, program staff and/or a member of the site support team will meet with the member and complete a Member Performance Improvement Plan;
 - 2. For the member's second offense, the member will meet with program staff to create a contract of expectations for continued service;
 - 3. For the member's third offense, the member may be suspended for one or more days without compensation and will not receive credit for the service hours missed. The member will be required to meet with program staff before being reinstated into their service year.
 - 4. For the fourth offense, the program may release the member for cause.
 - 5. **For serious offenses (including those listed under C) or recurring offenses, the member may be immediately suspended or released for cause.**

Please refer to the CoL Member Handbook for a more thorough description of the Member Disciplinary Policy and Procedure.

- I. The member understands that they will be either suspended or released for cause in accordance with paragraphs A, B, C, D, F, I or J in the Rules of Conduct section of this agreement and/or for committing certain acts during the term of service including but not limited to being convicted or charged with a violent felony or possession, sale, or distribution of a controlled substance.

NON-DISCRIMINATION POLICY

City of Lakes AmeriCorps and Minneapolis Public Schools do not discriminate on the basis of race, color, national origin, disability, sex, gender identify, sexual orientation, religion, age, disability, political affiliation, marital or parental status, military service, or religious, community, or social affiliates.

If you feel you have been discriminated against, you may file a complaint with any City of Lakes staff person and/or the Community Education Manager and/or the Human Resources Department of MPS. In addition to filing a complaint with any of the above-listed entities, you may bring a complaint to the attention of the Corporation for National and Community Service.

If you believe that you or others have been discriminated against, or if you want more information, contact: Lisa Lambert, 612-203-2281 (phone), lisa.lambert@mpls.k12.mn.us (email), 612-668-3895 (fax) or dial 711 for Telecommunications Relay Services; OR contact the Office of Civil Right and Inclusiveness Corporation for National and Community Service 1201 New York Avenue, NW Washington, DC 20525 (800) 833-3722 (TTY and reasonable accommodation line) (202) 565-3465 (FAX); eo@cns.gov (email).

CNCS CIVIL RIGHTS and NON-HARASSMENT POLICY

The Corporation for National and Community Service (CNCS) has zero tolerance for the harassment of any individual or group of individuals for any reason. CNCS is committed to treating all persons with dignity and respect. CNCS prohibits all forms of discrimination based upon race, color, national origin, gender, age, religion, sexual orientation, disability, gender identity or expression, political affiliation, marital or parental status, or military service. All programs administered by, or receiving Federal financial assistance from CNCS, must be free from all forms of harassment. Whether in CNCS offices or campuses, in other service-related settings such as training sessions or service sites, or at service-related social events, such harassment is unacceptable. **Any such harassment, if found, will result in immediate corrective action, up to and including removal or termination of any CNCS employee or volunteer.**

Recipients of Federal financial assistance, be they individuals, organizations, programs and/or projects are also subject to this zero tolerance policy. Where a violation is found, and subject to regulatory procedures, appropriate corrective action will be taken, up to and including termination of Federal financial assistance from all Federal sources.

Slurs and other verbal or physical conduct relating to an individual's gender, race, ethnicity, religion, sexual orientation or any other basis constitute harassment when it has the purpose or effect of interfering with service performance or creating an intimidating, hostile, or offensive service environment. Harassment includes, but is not limited to: explicit or implicit demands for sexual favors; pressure for dates; deliberate touching, leaning over, or cornering; offensive teasing, jokes, remarks, or questions; letters, phone calls, or distribution or display of offensive materials; offensive looks or gestures; gender, racial, ethnic, or religious baiting; physical assaults or other threatening behavior; or demeaning, debasing or abusive comments or actions that intimidate.

CNCS does not tolerate harassment by anyone including persons of the same or different races, sexes, religions, or ethnic origins; or from a CNCS employee or supervisor; a project, or site employee or supervisor; a non-employee (e.g., client); a co-worker or service member.

CoL and CNCS expect supervisors and managers of CNCS programs and projects, when made aware of alleged harassment by employees, service participants, or other individuals, to immediately take swift and appropriate action. CNCS will not tolerate retaliation against a person who raises harassment concerns in good faith. Any CNCS employee who violates this policy will be subject to discipline, up to and including termination, and any grantee that permits harassment in violation of this policy will be

subject to a finding of non-compliance and administrative procedures that may result in termination of Federal financial assistance from CNCS and all other Federal agencies.

Any person who believes that he or she has been discriminated against in violation of civil rights laws, regulations, or this policy, or in retaliation for opposition to discrimination or participation in discrimination complaint proceedings (e.g., as a complainant or witness) in any CNCS program or project, may raise his or her concerns with our Office of Civil Rights and Inclusiveness (OCRI). Discrimination claims not brought to the attention of OCRI within 45 days of their occurrence may not be accepted in a formal complaint of discrimination. No one can be required to use a program, project or sponsor dispute resolution procedure before contacting OCRI. If another procedure is used, it does not affect the 45-day time limit. OCRI may be reached at (202) 606-7503 (voice), (202) 606-3472 (TTY), eo@cns.gov, or through www.nationalservice.gov.

Specific CNCS policies related to Civil Rights and Harassment may be found at <http://www.nationalservice.gov/build-your-capacity/grants/civil-rights-eo-reqs>

RESTRICTIONS ON CORPORATION ASSISTANCE

Non-duplication:

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 non-displacement 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.

Non-displacement:

1. 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.
2. An organization may not displace a volunteer by using a participant in a program receiving Corporation assistance.
3. A service opportunity will not be created under this chapter that will infringe in any manner on the promotional opportunity of an employed individual.
4. 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.
5. A participant in any program receiving assistance under this chapter may not perform any services or duties, or engage in activities, that—
 - a. Will supplant the hiring of employed workers; or
 - b. Are services, duties, or activities with respect to which an individual has recall rights pursuant to a collective bargaining agreement or applicable personnel procedures.
6. 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—

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

RESTRICTIONS ON FUNDRAISING BY MEMBERS

1. AmeriCorps members may raise resources directly in support of City of Lakes AmeriCorps program's service activities. Hours spent fundraising may not exceed 10% of total hours, although a program may further limit these hours.
2. Examples of fundraising activities AmeriCorps members may perform include, but are not limited to, the following:
 - a) Seeking donations of books from companies and individuals for a program in which volunteers teach children to read;
 - b) Writing a grant proposal to a foundation to secure resources to support the training of volunteers;
 - c) Securing supplies and equipment from the community to enable volunteers to help build houses for low-income individuals;
 - d) 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;
 - e) Seeking donations from alumni of the program for specific service projects being performed by current members.
3. AmeriCorps members may not:
 - a) Raise funds for living allowances or for an organization's general (as opposed to project) operating expenses or endowment;
 - b) Write a grant application to the Corporation for National and Community Service or to any other Federal agency.
 - c) Spend more than 10 percent of his or her originally agreed-upon term of service performing fundraising activities.