



2019

AmeriCorps*Texas SYMPOSIUM

NATIONAL SERVICE MATTERS



AGENDA & SESSION DESCRIPTIONS

AUSTIN • TEXAS
FEBRUARY 26-28, 2019

8:30 - 12:30 **Registration**

9:00 - 10:00 **AFFINITY GROUP MEETINGS**

Program Advisory Workgroup (NSCHC & Pre-Enrollment) (STADIUM 1.138)

Jaclyn Kolar, Patricia Guzmán-Weema

OneStar is launching a new Program Advisory Workgroup to share feedback, brainstorm new solutions, and troubleshoot with us some of the most acute pain points of running an AmeriCorps program. Join the conversation on how to improve AmeriCorps processes like National Service Criminal History Checks and Pre-Enrollment. This session will be the inaugural meeting of this Workgroup, which we plan to convene on an on-going basis in the future.

New Staff Meet & Greet (BALCONES 1.108)

Abby Fleiss, Cristina Flores, Taylor Wolter, Mary Voorhies

Are you a new staff member at your organization? Is your program new to OneStar's AmeriCorps Texas portfolio? Is this your first AmeriCorps*Texas gathering? We invite you to come and meet colleagues that will be a friendly face to you throughout the Symposium and a resource and support once you return home.

Inclusive Recruitment & Interviewing (LONGHORN 1.135)

Betty Jo Schafer, Kailee Selzer

A diverse corps is an important part of creating positive change in the communities you work with every day. Join OneStar staff in this session to learn more about how to create inclusive recruitment and interviewing practices so your program can bring top talent to serve in Texas.

10:00 - 11:00 **OPENING PLENARY | Welcome from OneStar & Keynote Address** (BIG TEX 1.102)

Elizabeth Darling, Katy Dooley Baxter

11:00 - 11:15 **Break**

11:15 - 12:30 **WORKSHOP BLOCK 1**

From the Stacks to the Cloud: Making Member Files Electronic (BALCONES 1.108)

Amanda Miller

When you get a phone call to verify employment for a previous member, how long does it take you to find the info? How about when a supervisor asks for team's dietary preferences; how long does it take to find that spreadsheet and pull the information together? I would like to introduce you to a new way of thinking about member file information! With a combination of CRM software and encrypted cloud-based storage, you can have all of this information (and more) at your fingertips, but still protected securely from data breaches.

Writing Effective Policies & Procedures (STADIUM 1.138)

Patricia Guzmán-Weema, Mary Voorhies

Having organizational policies and procedures that govern your AmeriCorps program can ensure compliance with grant requirements and ensure consistency during times of transition. In this session, participants will learn about when they should have policies and procedures in place, why they should have them and how they should be used. Prior to attending the session, please discuss with your colleagues what policies and procedures your team has in place, which need to be revised, and which need to be created.

The True Colors of Your Narrative (LONGHORN 1.135)

G'eral Crawford

The key to understanding the impact our service to AmeriCorps will have on a community is to first understand our own stories. Using the true colors personality test, we will learn about some of our personality traits to then create a story to be shared with those we serve.

12:30 - 2:00 **LUNCH PLENARY | Don't Forget: The Purpose that Drives Your Passion** (BIG TEX 1.102)
Andrew Barlow

2:00 - 2:15 **Break**

2:15 - 3:45 **WORKSHOP BLOCK 2**

Advancing the National Service Talent Pool: Getting & Keeping Talent at the Table (STADIUM 1.138)

Brittany Gibson, Melissa Cano

Are you going around in circles trying to find and hire the right people to serve your AmeriCorps program well? Then stop and look no further than this workshop! We understand recruiting and engaging a talented pool of applicants for your program is a tough job. The purpose of this workshop is to share effective strategies to expand and sustain your talent pool and create a collaborative space to brainstorm and exchange ideas with your peers. This workshop will build upon your professional toolkit and help build your pipeline of AmeriCorps members that will serve the community with excellence.

Dimensions of Successful Site Management: Compliance (LONGHORN 1.135)

Jennifer Cowart

This session will explore key areas of site management where compliance issues can arise: (1) member activities; (2) timekeeping; (3) supervision/discipline; (4) reasonable accommodations; and (5) performance management/data collection.

Helping your Members Understand Poverty and its Effect on their Service and Beyond (BALCONES 1.108)

Amy Salinas

All AmeriCorps programs are working in different ways to address the impacts of poverty and the challenges our communities and people face are much more than the service our members are performing. Come learn about the tools and topics you should consider to help your members better understand the realities of poverty and the impact they have on their service year and beyond.

3:45 - 4:00 **Break**

4:00 - 5:00 **TOWN HALL | Updates from the Field** (BIG TEX 1.102)

Jaclyn Kolar

OneStar will provide a brief review of the past year, and updates for the year ahead. Participants will have the opportunity to ask questions of OneStar's AmeriCorps*Texas team on any topic.



QUOTES FOR TOTES

OneStar is collecting testimonials from AmeriCorps*Texas Symposium attendees on why **National Service Matters** and invites you to share your personal insights and experiences. Please submit your quotes online at tfaforms.com/4722130, or enter at the the registration table by **Tuesday 12:30 PM**. Everyone who participates will receive an awesome FREE AmeriCorps*Texas foldaway tote bag!

9:00 - 10:30

WORKSHOP BLOCK 3

Safeguarding Federal Funds: Office of Inspector General (BALCONES 1.108)

Special Agent Jessica Nelson

As AmeriCorps grantees, commissions and programs are responsible for all aspects of grant management – and for being good stewards of public resources. The Office of Inspector General (OIG) is a key partner in the safeguarding of the public trust. The OIG provides agency oversight to ensure adequate internal controls are in place to safeguard program and taxpayer dollars, executes an annual audit plan, and conducts investigations of AmeriCorps programs and personnel.

Civic Reflection as a Practice (STADIUM 1.138)

Jennifer Cowart

This session will include a brief “taste” of a civic reflection discussion along with introducing the elements of a discussion and how it can be utilized.

The Impact of Regional Collaboration (LONGHORN 1.135)

Amanda Miller, Jennifer Abdallah

AmeriCorps programs shouldn't have to operate in geographic isolation. Participants in this session will hear from Jennifer with the North Texas Alliance and Amanda with ServeAustin about their models, how their collaborations got off the ground, how they operate, and how they've managed challenges as a group. Program leaders in regions outside of North Texas and Austin are encouraged to come and learn best practices and tips for getting started as well as the benefits of organizing as a region.

10:30 - 10:45

Break

10:45 - 11:45

WORKSHOP BLOCK 4

2018 CNCS and OneStar Policy Recap and Updates (BALCONES 1.108)

Jaclyn Kolar

There have been a significant number of policy changes that have rolled out in the past 12 months. Jaclyn Kolar will provide a review of those changes, status updates on those policy changes, and what OneStar anticipates in the future. This will cover pre-enrollment, NSCHC Exemption Period, retention expectations, Transformation and Sustainability Plan and others.

Demonstrating Impact: Using Program Evaluation to Fuel Learning, Strategy and Support (STADIUM 1.138)

Erin Brackney Kremkus

In this session, participants will learn how to transform evaluation into a vehicle for strategic decision-making, honing program effectiveness, communicating impact and garnering support. Participants will review the Corporation for National and Community Service's evaluation guidelines, including an overview of the Evidence Tiers, internal versus external evaluation requirements, outcome and process evaluations and types of research methodology. Both participants who are new to AmeriCorps as well as those more seasoned will have the opportunity to explore the lifecycle of program evaluation and how to build upon current evaluation efforts to understand program impact as part of their organization's research agenda.

National Service and Disaster Management (LONGHORN 1.135)

David Bock, Karla Mongan, Anna Tangredi

With the growing frequency and severity of natural disasters in the State of Texas, AmeriCorps continues to play an increasingly important role, as a dynamic resource for both state and federal emergency management agencies. In this session we will discuss the continuously evolving role of AmeriCorps in Disaster Management with representatives from State and Federal agencies as well as disaster staff from the AmeriCorps*Texas' AmeriCorps Disaster Response Team (ADRT).

11:45 - 12:00 Break

12:00 - 1:30 **LUNCH PLENARY | AmeriCorps Members Tell Their Stories** (BIG TEX 1.102)
David Porter, Breakthrough; Erin Moody, Communities in Schools of Central Texas; DJ Johnson, National College Advising Corps; facilitated by Lauren Tarin

1:30 - 1:45 Break

1:45 - 3:15 **WORKSHOP BLOCK 5**

Leading a Successful AmeriCorps Program (BALCONES 1.108)
Mary Ellen Isaacs, Eli VanOort, Matthew Fisher, Angela Pinckard-Hale
 Successful programs come from having strong leaders. With over 60 years of combined experience with AmeriCorps programs, these four Directors have a wealth of information to share. Geared towards other program managers and directors, new and experienced, we encourage you to join this session as these four leaders share their experiences in leadership at their AmeriCorps programs.

Using Culturally Relevant Pedagogy as a Lens to Leadership Development (STADIUM 1.138)
Kelly Sandoval
 This session is for leaders wanting to learn more about an approach that Teach For America is working to explore in applying the lens of Culturally Responsive Pedagogy to our Theory of Leadership. It is an approach that embraces our commitment to Diversity, Equity, and Inclusiveness in our organization. Leaders in this session will reflect on the learning experiences of students and explore different tools for how to lead within organizations or systems that are historically resistant to change. The session will be geared towards education, but can be considered for those outside of the educational sector if the leader participant is willing to reimagine their role.

Understanding the AmeriCorps Budget (LONGHORN 1.135)
Jennifer Cowart
 This session will assist program staff in understanding basic AmeriCorps fiscal concepts and responsibilities. Review and discussion will cover CNCS regulations and awards terms and conditions, written policies and procedures, internal controls, budget types, budget line items, and match and financial reporting.

3:15 - 3:30 Break

3:30 - 4:30 **CLOSING PLENARY | Stories Matter: Sharing the Impact of AmeriCorps Heroes** (BIG TEX 1.102)
Joshua Winata

4:30 **Adjourn** (BIG TEX 1.102)
Jaclyn Kolar

9:00 - 2:00

POST-CONFERENCE TRAININGS

Financial Management Intensive for AmeriCorps Programs (BALCONES 1.108)

Jerry Bertrand

In this session, we will explore some key concepts and compliance directives related to financial and grants management, along with opportunities to interact with your peers around the content to reinforce understanding. Segments will include: Operationalizing Internal Controls, Cost Principles, Procurement, Match, and Program Income

Meeting Your AmeriCorps Member Enrollment Goals Through Full-Cycle Recruitment (LONGHORN 1.135)

Brent Kossick

The workshop will be a comprehensive examination of all of the components that make up the full-cycle AmeriCorps member recruitment process. Attendees will be provided with strategies, resources, and tools that will enable them to better achieve their AmeriCorps member enrollment goals and ultimately achieve the greatest impact for the communities that they serve.

TRAINER BIOS



Jerry Bertrand

Director

Public Impact Advisor

Jerry Bertrand, Director at Public Impact Advisors, is a consultant, coach, and trainer, helping government and nonprofit organizations flourish. Though federal grants management can be challenging, Jerry brings a seasoned background and practical angle toward problem solving that propels organizations forward. In working with clients, Jerry's approach has been crafted by a career implementing and overseeing social service programs, leading to solutions that are realistic, achievable, and grounded in understanding of the complexities of federal financial assistance.



Brent Kossick

Founder

Aligned Impact Consulting Services

Brent Kossick is the Founder of Aligned Impact Consulting Services and has more than ten years of experience in National Service and nonprofit programming that has included serving as the former Director of the South Carolina Service Commission and National AmeriCorps Director for SBP Inc. His passion for talent acquisition and development has led him to obtain professional certifications in both recruitment and meeting facilitation, and he enjoys having opportunities to assist both program and commission staff in working towards meeting their professional goals.

PLENARY SPEAKER BIOS

OPENING PLENARY



Elizabeth Darling

President/CEO

OneStar Foundation

Elizabeth is a highly accomplished public service leader. She has a broad background in public policy, community development and social service delivery at the local, state and federal levels, and was named to the 2014, 2015 and 2016 NonProfit Times Power and Influence Top 50. In February 2009, Elizabeth was appointed as the President and CEO of OneStar Foundation. Before coming to OneStar, Elizabeth was Chief Operating Officer of the Corporation for National and Community Service in Washington DC, where she provided oversight and management of all CNCS' national programs, including AmeriCorps, Senior Corps, and Learn and Serve America, as well as the offices of Grants Policy and Operations, Leadership Development and Training, and Emergency Management. In 2003, Elizabeth was appointed to serve as Deputy Secretary of the Maryland Department of Human Resources, and Elizabeth was asked to assume the role of Founding Director of the Center for Faith-Based and Community Initiatives at the U.S. Department of Health and Human Services in 2001. She coordinated the department's efforts to identify and remove barriers to the participation of faith-based/community groups in accessing federal funds. She was later appointed Advisor on Presidential Initiatives to the Commissioner for the Administration for Children, Youth, and Families. Elizabeth chairs the Interagency Coordinating Group, comprised of twenty-five Texas state agencies. She is the current chair of the board for America's Service Commissions and previously served 5 years as chair of the national board of trustees for Camp Fire.



Katy Dooley Baxter

Texas State Director

Corporation for National & Community Service

Katy is the State Director for the Texas office of the Corporation for National & Community Service and sits on the OneStar Foundation board of directors. She has many years of experience working with CNCS programs across the country. She has worked as an AmeriCorps VISTA recruitment and placement officer, a North Carolina program officer, and as a Texas program officer. Katy served as a VISTA Member with the Austin Travis County Mental Health and Mental Retardation department in the 1980s and worked as a crisis intervention coordinator there after her year of VISTA. In addition to her work at CNCS, Katy enjoys open water swimming. She is one of less than 200 people in the world to complete the Triple Crown of open water swimming, having swum from Catalina Island to the California mainland, around Manhattan Island, and across the English Channel.

TUESDAY LUNCH PLENARY



Andrew Barlow

Founder & CEO

Overflow Communications

Andrew has committed his career to pursuing a simple goal: MOVE PEOPLE. Having seen far too many people get stuck in fear, worry and indecision, he helps them reconnect with their core purpose and get back on track toward a meaningful life. Interacting with leaders ranging from Navy battlegroup commanders and bank presidents to hospital CEOs and the top elected officials in Texas, Andrew works tirelessly to help leaders convey their vision and values to their organizations in pursuit of impassioned responses and effective action. During his career, he served his country as an officer in the U.S. Navy (including a Desert Storm I Tomahawk-firing deployment), an associate pastor at a startup church he helped grow from 150 to 3,000 in Sunday attendance, speechwriter to the Texas Governor and founder of his own communications firm. His 70-episode podcast, MOVE PEOPLE, delivers insight on leadership and life from some of the most recognizable leaders in Texas.

WEDNESDAY LUNCH PLENARY



David M. Porter IV
AmeriCorps Senior Leader
 Breakthrough Central Texas

David started serving with Breakthrough in 2017 as a Summer Teaching Fellow, where he found his love of supporting students find and achieve their post-secondary goals. In 2018, David was awarded the National Service “Make A Difference” Award at the 35th Annual Governor’s Volunteer Awards. Outside of his work at Breakthrough, David is an assistant football, basketball, and track & field coach to students at St. Francis School in North Austin.



D’Juan (DJ) Johnson
College & Career Readiness Advisor
 Houston Independent School District

D’Juan (DJ) is a College and Career Readiness Advisor for Houston ISD. He recently served as an AmeriCorps college advisor for College Advising Corps – Advise TX, where assisted more than 1,100 students through the college application process. His students received more than \$5 million in scholarships. DJ was a recipient of the College Advising Corps’ 2017 Laura M. and Peter T. Grauer True North Award and the Corporation of National and Community Service’s 2018 Excellence in AmeriCorps Award. In his community, DJ volunteers with the United Way Greater Houston and is also a dedicated youth mentor.



Erin Moody
AmeriCorps Member
 Communities In Schools of Central Texas

Erin Moody is a third-year Communities In Schools AmeriCorps member serving middle school students in Kyle. During her first service term, all of her students improved in academics, behavior and attendance, 90% passed all four of their core classes, and 100% were promoted to the next grade level. In 2017, Erin was the recipient of the National Service “Make A Difference” Award at the 34th Annual Governor’s Volunteer Awards. She has facilitated numerous student-led projects on campus during her service.



Lauren Tarin
VISTA Program Specialist
 OneStar Foundation

Lauren Tarin oversees OneStar Foundation AmeriCorps VISTA Intermediary Program’s member recruitment and contributes to the support of VISTA partner site supervisors as a Program Specialist. She initially joined OneStar as an AmeriCorps VISTA Leader in November 2015. Before coming to OneStar, Lauren served as a VISTA member for Texas Impact and the Texas Hunger Initiative as an Outreach Coordinator promoting organizational partnerships to better facilitate enrollment for SNAP Food Assistance. Lauren sits as the on the board for the Young Hispanic Professional Association of Austin.

CLOSING PLENARY



Joshua Winata
Communications Officer
 OneStar Foundation

Joshua Winata is a Communications Officer at OneStar Foundation and was previously a Program Officer with the AmeriCorps*Texas team. Before joining OneStar, Joshua worked as a Corporate Relations Officer at New York Cares, where he coordinated employee volunteer programs for hundreds of companies in New York City. He has served two terms of service with AmeriCorps: as part of a wildland fuel reduction crew with the National Civilian Community Corps, and as an External Affairs VISTA at Taproot Foundation. Joshua has also previously worked as a journalist for the *Killeen Daily Herald*, *Houston Chronicle*, *Brooklyn Daily*, and *The Daily Texan*.

WORKSHOP PRESENTERS



Amanda Miller
Operations Manager
Literacy First

- From the Stacks to the Cloud: Making Member Files Electronic
- The Impact of Regional Collaboration



Dave Bock
Disaster Programs Field Coordinator
Texas Conservation Corps,
American Youthworks

- National Service and Disaster Management



Amy Salinas
Managing Partner
On3Learn

- Helping your Members Understand Poverty and its Effect on their Service and Beyond



Elizabeth (Eli) VanOort
Program Director
CitySquare AmeriCorps

- Leading a Successful AmeriCorps Program



Angela Pinckard Hale
National AmeriCorps Director & National Recruitment Manager
SBP

- Leading a Successful AmeriCorps Program



Erin Brackney Kremkus
Project Consultant, Research, Evaluation & Texas Connector
OneStar Foundation

- Demonstrating Impact: Using Program Evaluation to Fuel Learning, Strategy and Support



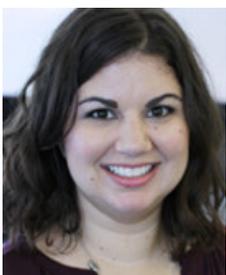
Anna Tangredi
Volunteer Agency Liaison
Federal Emergency Management Agency

- National Service and Disaster Management



G'eral Crawford
Volunteer Service Manager
Target Hunger

- The True Colors of your Narrative



Brittany Gibson
Director of Teacher Pathways, Recruitment
Relay Graduate School of Education

- Advancing the National Service Talent Pool: Getting & Keeping Talent at the Table



Jaclyn Kolar
*Manager, AmeriCorps*Texas*
OneStar Foundation

- 2018 CNCS and OneStar Policy Recap and Updates



Jennifer Abdallah
Program Manager
 CitySquare AmeriCorps

- The Impact of Regional Collaboration



Mary Ellen Isaacs
Director
 Literacy First

- Leading a Successful AmeriCorps Program



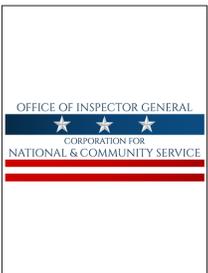
Jennifer Cowart
Managing Partner
 On3Learn

- Dimensions of Successful Site Management: Compliance
- Civic Reflection as a Practice
- Understanding the AmeriCorps Budget



Mary Voorhies
Senior Grants Officer,
*AmeriCorps*Texas*
 OneStar Foundation

- Writing Effective Policies & Procedures



Jessica Nelson
Special Agent in Charge
 CNCS Office of the Inspector General

- Safeguarding Federal Funds: Office of Inspector General



Matthew Fisher
Director of AmeriCorps
 YouthBuild USA

- Leading a Successful AmeriCorps Program



Karla Mongan
Volunteer Agency Liaison
 Federal Emergency Management Agency

- National Service and Disaster Management



Melissa Cano
Regional Senior Recruitment Manager
 City Year

- Advancing the National Service Talent Pool: Getting & Keeping Talent at the Table



Kelly Sandoval
Director of Teacher Leadership Development
 Teach For America-San Antonio

- Using Culturally Relevant Pedagogy as a Lens to Leadership Development



Patricia Guzmán-Weema
Program Officer,
*AmeriCorps*Texas*
 OneStar Foundation

- Writing Effective Policies & Procedures

VENUE MAP

2019 | AmeriCorps*Texas
SYMPOSIUM
NATIONAL SERVICE MATTERS



The University of Texas at Austin
Commons Conference Center