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WHO WE ARE



For half a century, the State of Texas has recognized the essential role of service and volunteerism in building resilient and thriving communities. When OneStar was established to carry this legacy forward, the Governor described Texans as "a dedicated and selfless people who have a long and proud history of responding when their neighbors need help," underscoring the power of volunteer action to "transform our communities, our families and the lives of individual Texans, and enrich the life of the volunteer."

OneStar harnesses this extraordinary Texan spirit of service by creating pathways for individuals and organizations to engage, connect, and accelerate impact for our state. Through our varied initiatives, we equip Texans to develop and advance innovative solutions to our most pressing challenges. Born from state government, we carry out our mission for Texas with direction and guidance from the Office of the Governor. Today, OneStar is recognized nationally as a leader in administering AmeriCorps resources, as a statewide voice for the nonprofit sector, and as a trusted partner in every phase of disaster.

As the Texas State Service Commission, OneStar is charged with advancing and supporting AmeriCorps throughout Texas. We administer federal AmeriCorps grant funds to address systemic challenges and mobilize Texans through the power of service. Our staff provides expertise in federal grant management, program design, evaluation, and advanced training and technical assistance to ensure these critical resources create meaningful and measurable impact across the state.

Through OneStar's AmeriCorps Texas portfolio, we create opportunities for more than 3,000 individuals to serve their communities each year. These AmeriCorps members support nearly 150,000 Texans annually—tutoring students, providing job training, increasing food security, assisting with disaster recovery, and more.

As we look to the future, this strategic plan reaffirms OneStar's commitment to strengthening Texas communities. It charts a path rooted in collaboration, innovation, and the belief that we can all make a difference. Together, we will continue building a stronger, more resilient, and more connected Texas.





onestar

OUR VISION

We are One Texas, united in building resilient and thriving communities.

OUR MISSION

OneStar strengthens Texas communities by creating pathways for individuals and organizations to engage, connect, and accelerate their impact.



STRATEGIC GOALS

GOAL

Inspire Texans to make a difference through volunteerism

Motivate more Texans to participate in volunteer experiences that make a difference in our communities.

STRATEGIES

- Celebrate and recognize individuals and organizations making a significant impact in Texas through the Governor's Volunteer Awards.
- Showcase the power of volunteering for individual Texans and the community.





Advance AmeriCorps as an essential resource in building thriving communities

Promote and strengthen AmeriCorps across Texas to highlight the collective impact of national service and how it contributes to thriving communities.

STRATEGIES

- Increase access to AmeriCorps resources for communities across Texas.
- Elevate opportunities for AmeriCorps members to turn service into career pathways that support stronger, more resilient communities.
- Engage elected officials to increase support for AmeriCorps and help more Texas communities benefit from service.
- Provide strong support and oversight to AmeriCorps Texas programs to maximize the impact of federal funding.

GOAL

Unite and empower Texas nonprofits to accelerate impact

Strengthen the systems and networks that enable Texas nonprofits to operate effectively, collaborate, and expand impact.

STRATEGIES

- Strengthen nonprofit capacity through training, events, and resource development.
- Build strategic partnerships and foster collaboration with mission-aligned stakeholders to advance nonprofit capacity.
- Leverage data, research, and storytelling to demonstrate the impact of the nonprofit sector.





GOAL

Build statewide capacity to support community resilience during all phases of disaster

Strengthen the systems, networks and resources that enable Texas communities to prepare for, respond to, and recover from disasters, demonstrating how we are stronger together.

STRATEGIES

- Strengthen partnerships and build capacity among disaster stakeholders.
- Inspire and mobilize Texans to give back and strengthen communities through the Rebuild Texas Fund and partner funds.

GOAL

Strengthen our foundation

Build and maintain organizational capacity necessary to do this work.

STRATEGIES

- Strengthen employee retention by building a supportive culture, gathering regular feedback, and investing in staff development.
- Maintain financial stability through structured, ongoing monitoring of spending patterns and revenue projections, and adaptive financial planning for evolving funding landscapes.
- Identify technology and other resources for implementing systems to enhance the organization's capacity, advance initiatives, and ensure long-term sustainability.





STATE SERVICE & STRATEGIC PLAN DEVELOPMENT

OneStar partnered with Mission Capital from April 2023-December 2023 to develop a Strategic Plan. Through their unique Co-Design Committee process OneStar engaged a committed group made up of OneStar's board, staff, and community partners to co-design our strategic plan.

The Co-Design Committee solicited input from a wide range of stakeholders of OneStar's work through focus groups and surveys. The five focus groups included:

Disaster Services Stakeholders

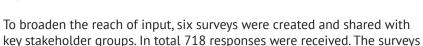
Volunteerism Stakeholders

included:

Rural Organizations Stakerholders

OneStar Staff: AmeriCorps Team

OneStar Staff: Financial Management Team



OneStar staff and board (26 responses)

OneStar's disaster services partners (15 responses)

OneStar network members (21 responses)

Texas nonprofit professionals (99 responses)

Texas volunteers (315 responses)

AmeriCorps Texas grantees and alums (242 responses)

FROSE

The work of the Co-Design Committee resulted in a 2024-2026 Strategic Plan that was approved by OneStar's Board of Directors on January 25, 2024. In Fall 2025, OneStar staff updated the goals and strategies and adapted the Strategic Plan to become OneStar's State Service & Strategic Plan, which was approved by OneStar's Board of Directors on November 6, 2025.

CO-DESIGN COMMITTEE MEMBERS

Brooke Campbell

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COMMUNITY PARTNER

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COMMUNITY PARTNER

Susannah Mikulin

Chief Executive Officer, Fayette Community Foundation



SUPPLEMENTAL STATE SERVICE PLAN FOR TEXANS 55 YEARS AND OLDER



In accordance with federal requirement 45 CFR 2550.50 and 45 CFR 2550.60, OneStar seeks to increase service and volunteer opportunities for adults age 55 and older, through the following strategies:

Coordination with AmeriCorps Seniors

OneStar maintains regular communication with the Texas Senior Corps Association and AmeriCorps Seniors projects across the state. We invite national service partners to OneStar trainings and actively seek opportunities to align initiatives and messaging to strengthen national service in Texas.

Public awareness of AmeriCorps Seniors opportunities

As the state service commission, OneStar promotes AmeriCorps opportunities in Texas while elevating AmeriCorps Seniors. This includes sharing funding opportunities for new AmeriCorps Seniors projects through our networks and social media channels.

Advancing volunteer opportunities for older adults

OneStar highlights volunteer opportunities for older Texans on our website through key partners such as AARP.



