



**AmeriCorps**

# **Our *Future* National Service Corps for Peace**

**Presenter: Bob Reeg, Chief Executive Officer**



# Peace Through Action

- **National-scope civic and social capital-building organization.**
- **Activates and equips Americans to implement practical peaceful solutions to aggression and violence in their communities and our country.**



# Our Theory of Change

Offering

## Resources—Peace Through Action USA

servant leaders, volunteers, subject expertise, capacity-building assistance

Activating

## Peaceful People—Be Peace

peaceful messages, peacebuilder role models, prayers and meditations

Equipping

## Peaceful Practices—Choose Peace

social and emotional development, aggression and violence interruption, harm repair

Creating

## Peaceful Places—Create Peace

increased civic engagement and social cohesion, decreased aggression and violence



# AmeriCorps

- **Federal agency for national service and volunteerism.**
- **Provides opportunities for Americans to serve their country domestically, address the nation's most pressing challenges, improve lives and communities, and strengthen civic engagement.**



# Challenge

# Social Discord

A nation with  
too many hurting people  
toxic polarization  
social strife  
violence.



# Opportunity Behavior Change

Communities experiencing social discord can be transformed into safe, harmonious, and just places when their people

acquire new knowledge  
assume fresh attitudes  
adopt positive behaviors.



# Opportunity      Behavior Change

These improvements are achievable through

**individual**

**group**

**collective**

**learning**

**intention**

**action!**



# Our Solution

# AmeriCorps

AmeriCorps members

teachers

leaders

agents

of the human enrichment that socially stressed communities urgently need!





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# Peace Through Action AmeriCorps Purpose



[PeaceThroughAction.org/AmeriCorps](https://PeaceThroughAction.org/AmeriCorps)

# Peace Through Action AmeriCorps

## Program Purpose

Implement democracy strengthening, social cohesion, and peacebuilding interventions in socially stressed communities which seek to ensure safety, bridge differences, cultivate belonging, and increase peace among their people and in their places.



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# Peace Through Action AmeriCorps Definitions of Terms



# AmeriCorps Member

- Individual who engages in community service through a national service position approved by AmeriCorps.
- May receive a living allowance and other benefits while serving.
- Earns a Segal AmeriCorps Education Award.



# Social Discord

The lack of agreement or harmony between people and groups.





# Behavior

The way in which a person acts in response to a stimulus or situation.

# Aggression

Behavior that causes harm to another person.



# Violence

The intentional use of force or power, threatened or actual, against oneself, another person, or a group or community, that either results in or has a high likelihood of resulting in injury, death, psychological harm, maldevelopment, or deprivation.



# Intervention

**Combination of activities or services designed to change knowledge, attitudes, or behaviors or improve conditions for specific individuals or groups.**







# Civic Engagement

The constellation of activities individuals engage in to make a difference in their communities in the areas of:

- Organizational engagement
- Economic engagement
- Political engagement
- Local collective action
- Issues engagement
- Informal helping and conversation



# Civic Engagement

## Key Words:

formal volunteering | organizational membership  
charitable giving | pursuing goals via the workplace | values-based buying | voting | contacting public officials | political donations | attending public meetings | taking action with neighbors | learning about issues | discussing issues with others | exchanging favors with neighbors | talking with family, friends, and neighbors



# Civic Capital

**The formal and informal relationships, networks, and capacities that communities use to make decisions collaboratively and solve problems.**





# Democracy

**A form of self-governance usually exercised through a system of elected political representatives that carry out the business of governing on behalf of the people self-governed.**





# Democracy Strengthening

Activities that improve the conditions for countries to thrive and individuals within those countries to reach their full potential by ensuring an educated and engaged people, evidence-based policy, equal opportunities, social mobility, freedom from corruption, freedom of thought, freedom from discrimination, and self-actualization.



# Social Cohesion

The extent to which groups are bound together by harmonious relations, work together, and feel obligated to act toward common purpose. Key words:

Trust | Intergroup Relations | Identity/Feeling of Belonging  
Participation | Equality | Orientation toward Common Good  
Solidarity | Shared Values | Cooperation | Tolerance |  
Connectedness



# Social Capital

The features of social organization, such as networks, norms, and social trust, that facilitate coordination and cooperation for mutual benefit.





# Peacebuilding

The wide range of efforts to address the root causes and immediate impacts of aggression or violence before, during, and after aggression or violence occurs.







# Safety

**The condition of being protected from undergoing or causing danger, risk, injury, hurt, or loss.**



# Bridging

**The action of coming together across divides to listen and understand each other, to explore shared values, build relationships, and to make collaboration the norm.**



# Belonging

**The state of experiencing social connection, psychological safety, and sense of agency within a group.**





# Peace

The dynamic condition generated when safety, harmony, and justice flourish together.



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# Peace Through Action AmeriCorps Program Characteristics



[PeaceThroughAction.org/AmeriCorps](https://PeaceThroughAction.org/AmeriCorps)



# Program Community

- **Multi-state and territory.**
- **Mix of rural, suburban, and urban geographic communities.**
- **Mix of underrepresented and underserved population communities.**





# Program Model—Intermediary

- AmeriCorps members placed at organizations unrelated to Peace Through Action.
- Relationship options include:
  - Peace Through Action and informal group co-create freestanding community peace project.
  - AmeriCorps member(s) placed within existing community organizations.
  - Organization acquires team of members through us.



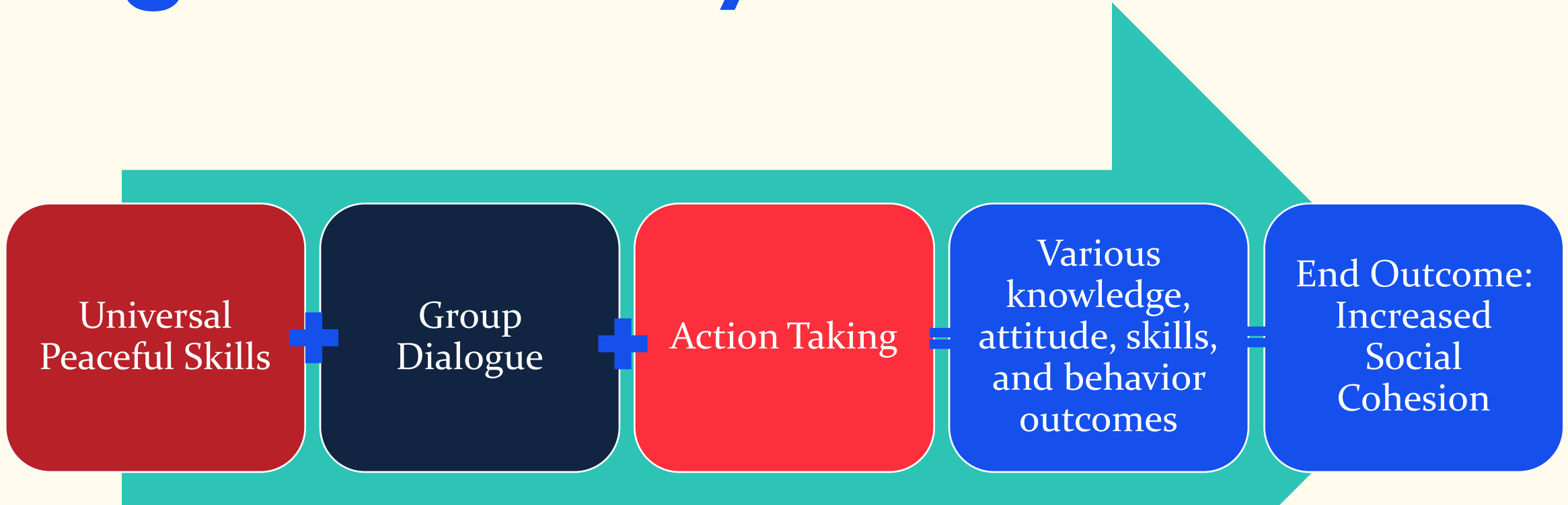
# Member Model—Mixed Type

- AmeriCorps members choose full-time or part-time terms.
- AmeriCorps members serve typically about one year.
- AmeriCorps members may serve multiple terms.





# Program Theory





# Program Objectives

- **Bridge ideological and cultural divides by engaging people in group dialogues.**
- **Equip people with practical peaceful behavior skills they can apply in their interpersonal actions.**
- **Leverage volunteers for democracy strengthening, social cohesion, and peacebuilding activities.**
- **Prepare AmeriCorps members for effective national service and citizenship, and for post-service peacebuilding positions.**

# Program Model

## Primary Intervention: Group Dialogue

Essential Partners and/or

Courage & Renewal Approach  
and/or

Heart of Democracy Circles  
and/or

Another Dialogue Method of  
Your Choice

National Days of Service

## Secondary Interventions

Peace Explorers Action  
Planning

Peaceful Leaders Youth  
Development

Super Practical Solutions  
Series

Practical Peaceful Skills  
Trainings

## Secondary Interventions (cont.)

De-Escalation Team Volunteers

Early Warning System  
Volunteers

Capacity Building for Peace

Other Interventions of Your  
Choice



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# Peace Through Action AmeriCorps Management Responsibilities



# Peace Through Action—People Management Responsibilities

- **Member recruitment lead.**
- **Member screening and onboarding.**
- **Member supervision or coaching.**
- **Member timekeeping, pay administration, and activity reporting.**



# Service Site Responsibilities

- Member recruitment and selection.
- Integrating member into community.
- Intervention delivery support.
- Member supervision or coaching.
- Time and attendance approval.
- Provision or arrangement of a service location for the member (*not their home*).



# Program Funding

- AmeriCorps funds capped at \$25K per full-time member.
- Peace Through Action and service sites will share responsibility for raising remainder of funds.
  - Peace Through Action – major national revenue.
  - Service sites – local revenue sources.

# Member Terms and Fees

Full-Time	Three-Quarter-Time	Half-Time	Reduced Half-Time	Quarter-Time	Minimum Time	Abbreviated Time
1700 hours	1200 hours	900 hours	675 hours	450 hours	300 hours	100 hours
\$37,000 allowance	\$25,900 allowance	\$18,500 allowance	\$14,200 allowance	\$9,720 allowance	\$7,850 allowance	\$2,240 allowance
\$25,000 site fee	\$15,000 site fee	\$13,000 site fee	\$10,000 site fee	\$8,000 site fee	\$7,500 site fee	\$5,000 site fee





# Cost Per Full-Time Member

**Federal**  
**\$25,000**

Living Allowances

**Service Sites**  
**\$25,000**

FICA

Health Insurance

Workers' Compensation

Criminal History Check

AmeriCorps Brand Attire

Member Training

Living Allowance Supplement

**Peace Through Action**  
**\$45K-\$50K**

Member Recruitment,  
Enrollment, Exit

Member Travel

Activity Costs (facilities, food,  
supplies)

Performance Measurement

Information System

Accounting, Compliance,  
Development, Promotion



# Program Funding

- **If the service site participation fee is challenging:**
  - **Seek any of six part-time term positions.**
  - **Share the member and participation fee with other community organizations.**
  - **Request technical assistance in local fundraising from Peace Through Action.**



# Service Site Timeline

- July-December 2023 – service site recruitment.
- October-December 2023 – service site applications collected.
- January 4, 2024 – program application submitted.
- April-July 2024 – awards announced.
- July-Sept 2024 - members begin serving.



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# Peace Through Action AmeriCorps Invitation



[PeaceThroughAction.org/AmeriCorps](https://PeaceThroughAction.org/AmeriCorps)



# What's Your Role?

## Community Organizations

- Imagine AmeriCorps as part of your community's solution to social discord.
- Join our upcoming AmeriCorps program application.  
Application at:
  - <https://PeaceThroughAction.org/AmeriCorpsSites>.
- Attend an orientation call. Schedule and registration at <https://PeaceThroughAction.org/AmeriCorpsSites>.



# Contact Information

**Americorps@PeaceThroughAction.org**

**202-827-5967 ext. 1**

**PeaceThroughAction.org/AmeriCorps**

**Peace Through Action AmeriCorps Interest Form**

**bit.ly/ACPInterest**

**Email signup: PeaceThroughAction.org/email**



**@peaceactusa**