

2023-2024
PROGRAM YEAR

ARIZONA SERVE

ANNUAL REPORT



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Program Evaluation and Communication Managers

Letter from the Executive Director

Stakeholders,

Please enjoy our inaugural annual report. We hope it will put into perspective our AmeriCorps members' impact on our larger community. Our intent is to highlight how meaningful a term of service can be for those who commit to giving back. I firmly believe that each hour served has a ripple effect that we can start to quantify.

All staff members began their journey as a National Service participant. I served over four years in the Peace Corps and AmeriCorps. We always were told to make do with the resources we were given in an effort to simply help others. However, it is not necessarily something we want our Arizona Serve members today and in the future to struggle through.

We have increased member stipends by 40% in the last four years. Our full-time members now make around \$16 an hour, double what it was six years ago. It still is not enough, which is why we continue to push for external funding and grants to make our workforce development roles competitive with other base employment opportunities.

Choosing to work in the public or nonprofit sector should not require you to live with a scarcity mindset. It also should not mean that you need to complete an unpaid internship in order to complete your educational requirements, which is why we launched our Public Health AmeriCorps program in 2022. Our program priorities continue to support beneficiaries in the community but squarely center our own members' experiences as our primary purpose.

Arizona Serve was founded by AmeriCorps members themselves, who thought there must be a better way. We have been successful in the past at finding ways to leverage federal resources to support our programming. We hope to continue to do so, while our mission and vision remain steadfast. As all federally funded programs face a certain level of uncertainty we look forward to continuing to count you as a stakeholder. Our organization is stronger thanks to you.

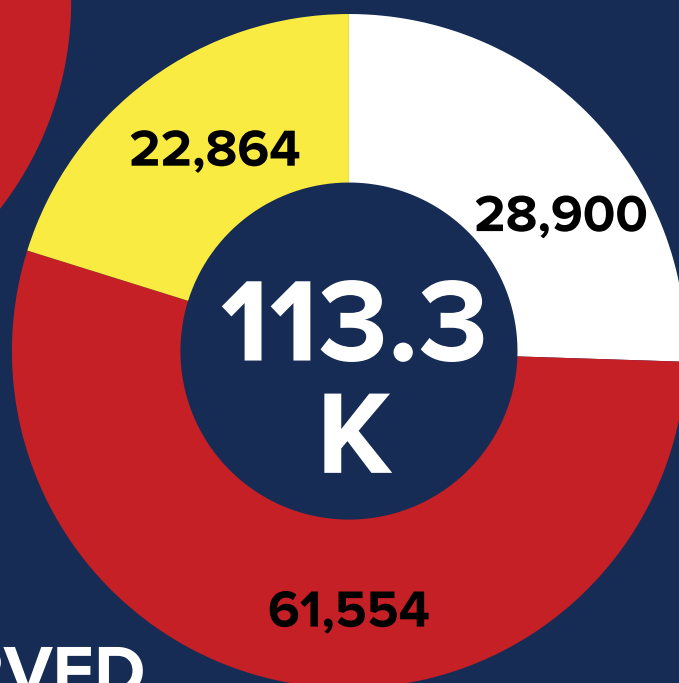
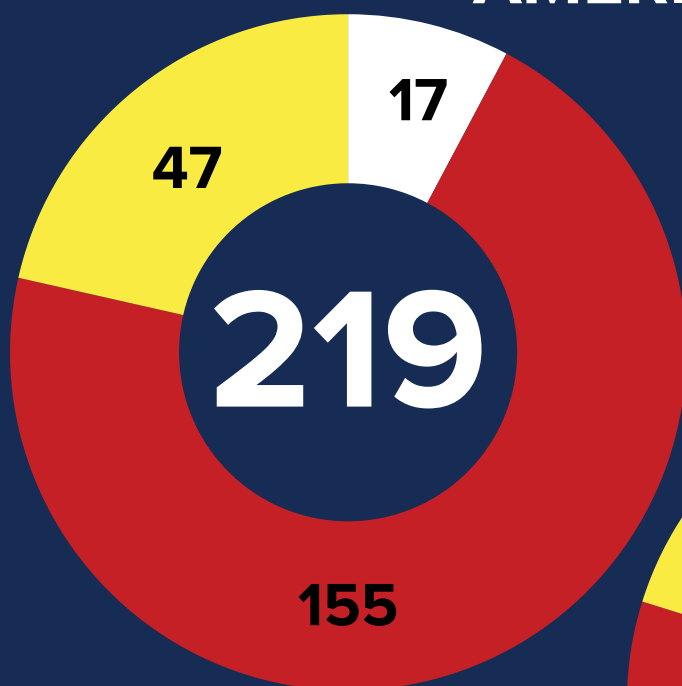
-Annie Haseley,
Executive Director



PROGRAM OVERVIEW

YEAR IN REVIEW

AMERICORPS MEMBERS



HOURS SERVED

17 VISTA members contributed 28,900 hours, 47 Public Health Corps members served 22,864 hours, and 155 State members completed 61,554 hours, totaling 219 members serving 113,318 hours during the program year.

2023-2024 COHORTS

VISTA (VOLUNTEERS IN SERVICE TO AMERICA)

AmeriCorps VISTA members support an organization to make sustainable change in areas that effect poverty, including education, public health, climate, access to benefits, and more. Through activities such as fundraising, grant writing, research, and volunteer recruitment, they gain professional experience and leadership skills. This opportunity prepares members for a life of service in the public, private, or nonprofit sector.

PUBLIC HEALTH CORPS

Public Health Corps addresses the needs of local communities and creates pathways to good quality public health-related careers. Members in our traditional Public Health Corps cohort served at sites such as county public health departments, public schools, and nonprofits addressing a public health need.

- **INTERNSHIP, PRACTICUM, AND STUDENT TEACHING HOURS**

Under the Public Health Corps grant, Arizona Serve welcomed AmeriCorps members from diverse fields, including student teachers, Master's in Clinical Counseling students, and Master's in Social Work students. These roles typically involve unpaid internships, teaching, or practicum hours that can pose significant financial challenges.



2023-2024 COHORTS

STATE

TRADITIONAL

State members play a vital role in addressing critical community needs across Yavapai and Pima County through direct, impactful services. Their efforts span education, disaster preparedness, public health, environmental stewardship, economic empowerment, and support for veterans and military families. By mentoring students, improving health outcomes, preserving natural resources, and strengthening community resilience, they help fill essential service gaps. Through their dedication, state members create meaningful, lasting change, helping communities thrive.

PRESCOTT COLLEGE UNDERGRADUATE COHORTS

in the 2023-2024 grant year, Prescott College undergraduates had the opportunity to partner with Arizona Serve to complete their senior projects. These projects were designed to create a meaningful and lasting impact on the local community, with a strong focus on positive social, environmental, and economic change. This not only allowed students to apply their academic knowledge in real-world settings but also contributed to fostering a culture of service and community-oriented leadership at Prescott College.

2023-2024 COHORTS

STATE - YOUTH MEMBERS

OPPORTUNITY YOUTH SKILL UP

The Opportunity Youth Skill Up (OYSU) cohort, in partnership with Goodwill of Southern Arizona, empowers young adults aged 17-24 to take charge of their futures. Participants, previously disengaged from school or work, use AmeriCorps service to gain hands-on experience, build career skills, and contribute meaningfully to their communities. OYSU fosters leadership, resilience, and the confidence to create lasting impact.



PEER COACHES

Peer Coaches are high school seniors from across Tucson who serve their peers in their school's College & Career Centers. Hosted by the Metropolitan Education Commission (MEC), these students are trained to guide classmates through the transition to adulthood. Whether it's higher education, the military, trade school, or the workforce, Peer Coaches help ensure Pima County students are prepared for life beyond high school, fostering a stronger and more informed community.



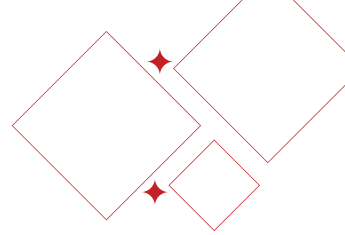
STUDENT AMBASSADORS

The high school members of the Student Ambassador Cohort, in partnership with both Northpoint Expeditionary Learning Academy and Seligman High School, dedicated their time and effort to supporting struggling grade school students and assisting overextended teachers. By doing so, they not only gave back to their school communities but also gained valuable, firsthand experience working alongside educators.



OUR VISION

Our vision is that communities and the individuals who serve them thrive when every person contributes to a sustainable and just existence.



OUR MISSION

Our mission is to connect passionate people with transformative community projects to fight poverty.

OUR VALUES

01.

We value being part of a nationwide cause that is greater than ourselves and empower members.

02.

We engage with the community through deliberate outreach, partnerships with nonprofits and public agencies, and community-driven initiatives.

03.

We amplify the voices of non-dominant identity groups by confronting inequities with a social justice perspective.

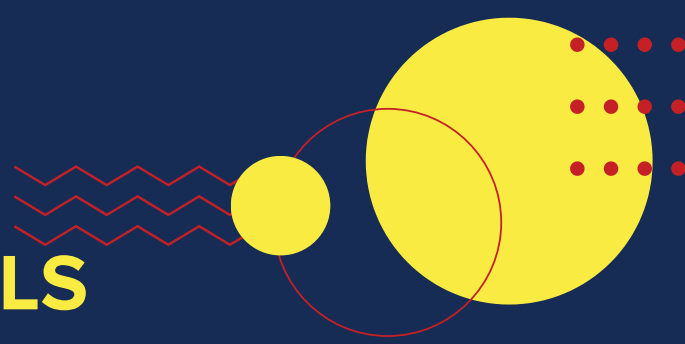
04.

We strengthen our members for future endeavors through professional development, targeted coaching, and professional networking opportunities.

05.

We recognize the imperfections in our work and will always work towards bettering our communities by constant self-reflection, internal evaluation metrics, and open-door policies to our communities.

2023-2024 ORGANIZATIONAL GOALS



Goal 1: Member Experience and Evaluation

Arizona Serve will continue to push forth equity literacy. We have contracted the Emergent Evaluation Group to create external metrics to measure the impact of our programming on members and in the community. We will assess member experience and engagement through Shaju Consulting from February - May 2024.

Goal 1 Progress

Arizona Serve met this goal through our contracts with Emergent Evaluation Group and Shaju Consulting.

Goal 2: Fund Development

\$50,000 will be raised by at least 10 external sources (i.e. grants and fundraising) with a focus on continuing Public Health Corps. Community partnerships will be assessed regionally and expanded by a goal of 10% to increase organizational stability.

Goal 2 Progress

Arizona Serve did not meet this goal. We applied to numerous grants, yet were only awarded one.

Goal 3: Recruitment

Arizona Serve will aim to hit 100% fill rates, establishing at least 50% of the positions before the grant year starts. Partner sites must align with our anti-poverty values (including anti-racism). We will seek to foster opportunities for civic bridge building and community engagement.

Goal 3 Progress

Arizona Serve established at least 50% of the positions before the grant year began. Our fill rate was 100% for the Healthy Futures grant, 94.2% for the Economic Opportunity grant, and 90.6% for Public Health Corps.

Goal 4: Training

Civic Leadership Training content will be overhauled beginning in December 2024 and in 3 year cycles. All training content will seek to amplify member voices by enhancing and updating sources, including and/or involving members whenever possible. Also, including at least one non-dominant identity in each Guest Speaker Series panel.

Goal 4 Progress

Arizona Serve began overhauling CLT content in January 2025. Each Guest Speaker Series panel included at least one non-dominant identity.

GOALS LOOKING FORWARD



Member Experience is at the heart of our organization

and will be the foundation of our goals for 2025. All partner sites must cultivate an environment where all members feel safe, seen, and welcomed. Members will see themselves in training opportunities and guest speakers. All stakeholders will be expected to follow federal grant guidelines. All stakeholders will uphold the values of Prescott College, including a culture of creativity, justice, and inclusivity. The following goals will assist in our ability to meet members needs:



Audit & Onboarding

In order to responsibly steward federal grant resources, Arizona Serve will revise, develop, and create a standard location for all staff guides and standard operating procedures to increase fiscal responsibility.



Evaluation

We have contracted the Emergent Evaluation Group to create external metrics to measure the impact of our programming on members and in the community. We are conducting a pilot study of new growth mindset performance measures in March of 2025 to be launched in the 2025-2026 grant year.



Fund Development

\$50,000 will be raised by at least 10 external sources (i.e. grants and fundraising) with a focus on expanding access beyond federal resources.



Recruitment

Arizona Serve will aim to hit 100% fill rates, establishing at least 50% of the positions before the grant year starts.



Training

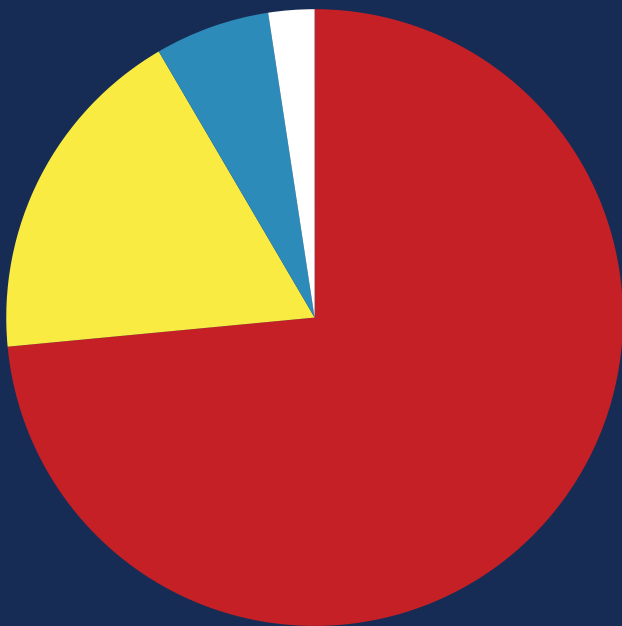
Civic Leadership Training content will be overhauled beginning in February 2025. All training content will be streamlined to reach two goals, first providing academic credit and the other career development opportunities.

Member Experience

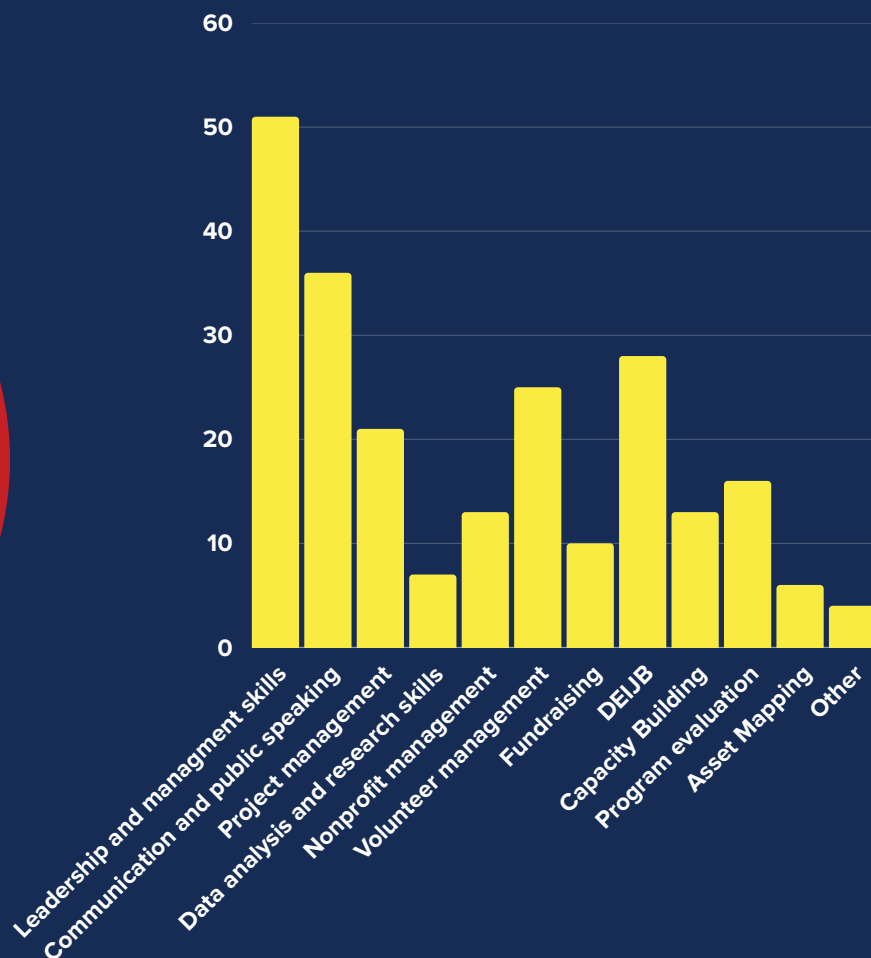


Across all programs, members responded that their AmeriCorps term...

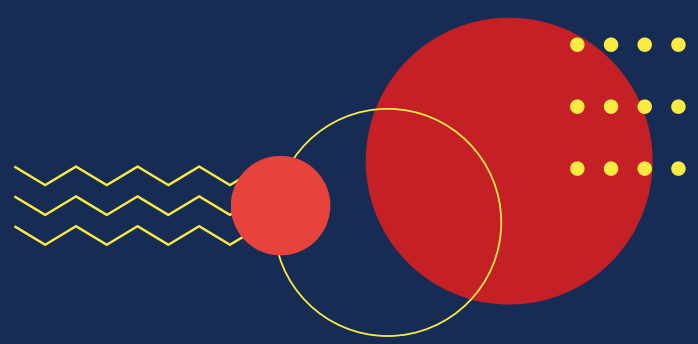
- Achieved their goals and expectations
- Achieved most of their goals and expectations
- Their goals evolved throughout the year
- Achieved some goals and expectations but not all



AmeriCorps members identified the following skills or knowledge gained during their AmeriCorps service as valuable to their future nonprofit career



Member Stories



VISTA

Belle served as an AmeriCorps VISTA at the Prescott Community Nature Center. One of her key responsibilities was to provide equitable outdoor access for 20,780 children and families across Yavapai County, ensuring that every child, regardless of background, had the opportunity to engage with nature and outdoor learning. They coordinated relationships with 15 community partners across the Yavapai region, helping to plan and implement the Nature Niños program, which aimed to connect children and families with the natural environment in meaningful ways.

In addition to her work with Nature Niños, Belle collaborated with the Prescott Unified School District (PUSD) Family Resource Center to provide winter clothing to families in need, ensuring that children could stay warm while engaging in outdoor activities during colder months. They also managed the planning for the Creeks & Watershed camp, a program that served 250 5th graders from PUSD.

PUBLIC HEALTH CORPS

Dalen was a Public Health Corps Member serving with the International Rescue Committee, where she played a vital role in supporting immigrants and refugees in the community. In her position, Dalen provided essential transportation, driving clients to their doctor's appointments and ensuring they had access to the healthcare they needed. She was a welcoming face to refugees and offering kindness and support as they navigated new and often challenging circumstances.



Member Stories

OPPORTUNITY YOUTH SKILL UP (OYSU)

Meet Vida! Vida served with Boys to Men Tucson. As a Talking Circle Mentor, Vida helped masculine-identified youth cultivate healthy relationships, challenge stereotypes, enhance mutual understanding, and effectively manage conflicts. He also created the foundation for programming for transgender youth.

While in service, Vida was also active as an intern with Tucson City Council Member (Ward 1) Lane Santa Cruz, on the Metro Education Commission Youth Advisory Council, and Goodwill Youth Council.



PEER COACHES

Faith served as a Peer Coach at Rincon High School. Faith helped her fellow students complete their FAFSA applications, prepare for college, connect with different workforce development programs, and get ready for life after high school. She was also active in College Club, Varsity Cheerleading, and Student Council.

Faith finished her year of service early and even completed an additional 100 hour term. Ever accomplished, Faith graduated high school as the valedictorian of her class with plans to attend Columbia University to major in Biology with a Pre-Medicine track!



STATE AMERICORPS MEMBERS

Andrea served as an AmeriCorps State member with Prescott College's Online Student Engagement Team. Her goal was to provide students with the resources or connections they needed, whether at the college or within their local communities, including support for food and housing insecurities.



WHERE ARE THEY NOW?

National Service can launch members into a variety of post-service pathways. Hear from our alumni about what they've been doing since their AmeriCorps term.

Cielo, OYSU Member, Pima County Public Libraries



Cielo was part of the OYSU cohort, serving 900 hours at Woods Memorial Library in Tucson, Arizona. Known for her bubbly personality and leadership, Cielo was quick to become an integral part of the library, her AmeriCorps cohort, and Goodwill community. Now, Cielo works at Goodwill as a Youth Outreach Specialist, helping other youth get connected with education and employment services.

From her experience, Cielo shared, “I was part of the AmeriCorps program and it was one of the funnest and greatest experiences I’ve had. I learned so much from shelving books, organizing magazines and newspapers, to also helping children build their creative skills through activities like crafting, scavenger hunts, storytime, etc. The thing I cherished most was interacting with the children and watching them learn new things. Overall my experience there was amazing. I was happy to be part of a wonderful team at Woods Memorial Library. Thanks to AmeriCorps, I was able to gain that experience and now I work for Goodwill Youth Center.”

Nikki, VISTA, The Launch Pad

Nikki served as the VISTA Volunteer Coordinator with The Launch Pad in Prescott, Arizona. The Launch Pad is an all-inclusive, youth driven and focused space, providing programming that is culturally relevant to teens in Yavapai County. There, Nikki developed a volunteer program. This included creating roles and position descriptions, a recruitment and management plan, and updating existing volunteer materials.

Her service with The Launch Pad led to Nikki officially joining as staff! Now, Nikki is a Volunteer & Events Coordinator, connecting teens and volunteers together in meaningful ways. She is also pursuing degrees in Psychology, Human Development, and Critical & Community Psychology from Prescott College, which “fuel(s) her dedication to this work.”



Layla, Public Health Corps, International Rescue Commission

Layla was a Public Health Corps member serving with the International Rescue Commission (IRC) as a Family and Youth Specialist in Tucson. There, Layla provided trauma-informed resources to refugees who've experienced significant trauma. She also worked with case managers to help clients enroll in community services, accompanied them to appointments, provided one-on-one support, and implemented nutrition curriculum.



Layla's role as an AmeriCorps member with the IRC launched her into her career today! She was hired on as full-time staff after completing her service. Now, Layla is a Virtual Resettlement & Placement (VR&P) Caseworker with the IRC. VR&P seeks to alleviate capacity constraints on local resettlement offices and simultaneously expand the U.S.'s ability to welcome refugees. Currently, VR&P is serving "walk-in" SIVs, and is staffed by virtual case managers who speak English, Arabic, Dari and Pashto.

Karla, Peer Coach, Desert View High School



Karla began her journey as a Peer Coach with the Metropolitan Education Commission (MEC) at Desert View High School, where she dedicated herself to guiding her peers as they prepared for life after graduation. Whether students wanted to obtain a higher education, enter the workforce, or enlist in the military, Karla was a helping hand.

Her experience ignited a deep passion for connecting youth with meaningful service opportunities. Inspired to make an even greater impact, Karla embraced a new challenge: stepping into a leadership role as a Peer Coach Team Leader. In this role, she not only supports the next cohort of Peer Coaches but also leads by example. Karla checks in on team members' progress, assists them with timesheets and monthly reports, and ensures they stay inspired and energized throughout the service year.

Karla shared, "Being an AmeriCorps Peer Coach helped me prepare for Aviation school and made me feel more confident."

PARTNERSHIPS AND COLLABORATIONS

08

Arizona Serve provides organizations in Yavapai and Pima County with a cost-effective means to further their mission. Our members are service-learning gap fillers who are best harnessed by furthering intentional and specific projects.



Partnership Fast Facts

56 partner sites hosted AmeriCorps members

7 of these sites were new partnerships

5 partner sites hosted a Day of Service



“It’s been amazing that the needs of our organization, as they evolve over time, can really match with what AmeriCorps offers.”

-Elizabeth Slater, CEO of Youth On Their Own

DAYS OF SERVICE COLLABORATIONS

08

Across the nation, AmeriCorps members come together for Days of Service.

Arizona Serve participates in 9/11 Day of Remembrance, Martin Luther King, Jr. Day of Service, and Cesar Chavez Day of Service.

In the 2023-2024 program year, the Prescott team

- Registered participants for the VA Poker Run to raise awareness around veteran suicide prevention
- Marched in the MLK Day march from Prescott College to downtown Prescott
- Wrapped incontinence supplies for the Wrapped in Love Diaper Bank
- Gave Prescott Area Shelter Services a fresh coat of paint
- Supported Prescott Unified School District's school gardens
- Helped turn food into precious compost for the Prescott Farmers Market
- Educated the community about the environment for the annual Earth Day celebration
- Supported the annual Chalk it Up! event, benefiting The Launch Pad Teen Center

In the 2023-2024 program year, the Tucson team

- Distributed food to clients at the Community Food Bank
- Beautified the new Youth On Their Own campus
- Tended to the community garden at the Quincie Douglas Center
- Packaged diapers and period products for Interfaith Community Services
- Collected data about the unsheltered population for the Point In Time Count
- Marched from MLK Blvd. to Reid Park for the MLK Day Festivities
- Built furniture and for housing-first apartments and packaged emergency kits for unsheltered people with the City of Tucson



FINANCIAL OVERVIEW:

REVENUE

AMOUNT FUNDED

	Grant Funding	Private Funding	Prescott College
VISTA	\$423,635	\$170,770	
Economic Opportunity	\$374,391	\$11,183.29	\$99,589.76
Public Health	\$473,293.36		
Healthy Futures	\$470,510.21	\$88,980.34	\$149,608.94
TOTAL	\$1,741,830	\$270,934	\$249,198.70
% of Income	74.7%	11.6%	10.7%

Thank you so much to our funders for helping make the work of our AmeriCorps members possible!



AmeriCorps



Prescott College 



United Way of Yavapai County



COMMUNITY DEVELOPMENT
BLOCK GRANT



ARIZONA
COMMUNITY
FOUNDATION

THE
BURTON
FAMILY
FOUNDATION



FINANCIAL OVERVIEW:

EXPENSES

\$1,203,586

Distributed in Member Stipends

+

\$191,348

Used for Support Costs*

=

\$1,394,934

Empowered AmeriCorps Members

AMOUNT ALLOCATED

Allocation	\$ Spent	% of Expenses
VISTA Stipends	\$345,632	25%
VISTA Support Costs	\$46,800	3%
Economic Opportunity Stipends	\$175,290	13%
Economic Opportunity Support Costs	\$48,014	3%
Public Health Stipends	\$369,724	27%
Public Health Support Costs	\$54,804	4%
Healthy Future Stipends	\$312,940	22%
Healthy Futures Support Costs	\$41,730	3%

*Support costs include expenses such as FICA, federal unemployment, health insurance, and travel reimbursements

CONNECT WITH ARIZONA SERVE

Ready to see how AmeriCorps members can shape your organization? Let's talk!



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