



Alaska AmeriCorps Readiness Self Assessment

IS MY ORGANIZATION READY FOR AN AMERICORPS* STATE GRANT?

Successful completion of the assessment does not guarantee funding from the State Service Commission or any other organization. This assessment is intended only as a general guide to help organizations to assess their capacity to operate a high quality AmeriCorps*State program.

The questionnaire asks the reader to score the organization on elements necessary to run a quality program, by selecting the answer that best describes the organization's current status or performance.

Serve Alaska AmeriCorps*State specific questions

- Does the organization have the ability to effectively utilize at least ten full time equivalent AmeriCorps members?
- Does the organization have sufficient workspace and equipment for the AmeriCorps members?
- Does the organization have non-AmeriCorps revenue of over \$200,000 per year?

If the answer to any of these questions is no, consideration should be given to becoming part of an AmeriCorps consortium or serving as an AmeriCorps host site, rather than a primary grant applicant is often a better choice for smaller organizations.

Organization Mission

1. Does the organization have a written mission statement? (if no, skip to question #5)
☐ Yes ☐ No ☐ Unsure
2. Does the mission statement provide a clear expression of the organization's reason for existence?
☐ Yes ☐ No ☐ Unsure
3. Is the mission understood by ALL stake holders within the organization?
☐ Yes ☐ No ☐ Unsure

4. Is the mission frequently referred to (e.g. in meetings in annual planning)?
☐ **Yes** ☐ **No** ☐ **Unsure**
5. Does the organization have a clear and coherent written plan for the future (i.e. 3-10 year strategic plan)? (if No, skip to question #11)
☐ **Yes** ☐ **No** ☐ **Unsure**

Strategic Planning and Operations

6. Does the strategic plan have well defined goals and action steps with timeframes?
AND are the goals measurable and achievable?
☐ **Yes** ☐ **No** ☐ **Unsure**
7. Is the strategic plan linked to the overall mission, vision, and overarching goals of the organization?
☐ **Yes** ☐ **No** ☐ **Unsure**
8. Is the strategic plan well known and understood by the staff and board?
☐ **Yes** ☐ **No** ☐ **Unsure**
9. Has the strategic plan been supported with a realistic and detailed annual plan that outlines the specific work to be accomplished?
☐ **Yes** ☐ **No** ☐ **Unsure**
10. Is this annual plan consistently used at all levels of the organization to direct operations?
☐ **Yes** ☐ **No** ☐ **Unsure**

Needs Assessment, Program Design and Implementation

11. Does the organization conduct frequent assessments of the community need?
☐ **Yes** ☐ **No** ☐ **Unsure**
12. Does the organization analyze the results of needs assessments and implement changes?
☐ **Yes** ☐ **No** ☐ **Unsure**
13. Does the organization have the ability to grow and/or create new and innovative programs to meet the needs of the community?
☐ **Yes** ☐ **No** ☐ **Unsure**
14. Does the organization have the ability to close a program that is no longer needed or relevant?
☐ **Yes** ☐ **No** ☐ **Unsure**
15. Does the organization have a track record of success with its programs?
☐ **Yes** ☐ **No** ☐ **Unsure**

Program Alignment

16. Are the organization's programs and services well defined?

☐ Yes ☐ No ☐ Unsure

17. Are the programs fully aligned with the organization's mission, goals, and overall strategy?

☐ Yes ☐ No ☐ Unsure

18. Does your organization say no to opportunities, which are good, but which are not part of the overall strategy?

☐ Yes ☐ No ☐ Unsure

Performance Measurement

19. Does the organization have a well-developed and comprehensive evaluation system used to measure the social impact of its programs and services?

☐ Yes ☐ No ☐ Unsure

20. Does the organization collect data to measure performance and progress on a continual basis?

☐ Yes ☐ No ☐ Unsure

21. Is the data analyzed and communicated to stakeholders on a regular basis? (e.g. annual report)

☐ Yes ☐ No ☐ Unsure

Commitment to Continuous Improvement

22. Does the organization conduct frequent assessments of existing programs' effectiveness in meeting recipient needs AND identify areas for improvement?

☐ Yes ☐ No ☐ Unsure

23. Does the organization conduct continual assessment of internal operations to assess efficiency and effectiveness?

☐ Yes ☐ No ☐ Unsure

Use of Technology

24. Does every key staff member have access to a computer with up-to-date software?

☐ Yes ☐ No ☐ Unsure

25. Does every key staff member have internet access and e-mail capabilities?

☐ Yes ☐ No ☐ Unsure

Financial Management

26. Has the organization previously managed a federal or state grant?

☐ Yes ☐ No ☐ Unsure

27. Does the organization have a computerized accounting system?

☐ **Yes** ☐ **No** ☐ **Unsure**

28. Does the organization produce and review financial statements regularly?

☐ **Yes** ☐ **No** ☐ **Unsure**

29. Are there formal internal controls governing all financial operations?

☐ **Yes** ☐ **No** ☐ **Unsure**

30. Does the organization have adequate cash flow for normal operations?

☐ **Yes** ☐ **No** ☐ **Unsure**

31. Does your organization have sufficient cash flow to operate a grant on an arrears basis? Both the Federal and State governments rarely, if ever, pay grant money in advance. Payments are made 30-60 days after submission of invoices by programs.

☐ **Yes** ☐ **No** ☐ **Unsure**

32. Are the financial operations of the organization audited annually by an independent auditor?

☐ **Yes** ☐ **No** ☐ **Unsure**

33. Does the organization utilize a strategic budgeting process that reflects the organizational needs and objectives?

☐ **Yes** ☐ **No** ☐ **Unsure**

34. Is the budget closely and regularly monitored?

☐ **Yes** ☐ **No** ☐ **Unsure**

35. Does the organization have a fundraising plan in place?

☐ **Yes** ☐ **No** ☐ **Unsure**

36. Does the organization have specific plans to meet any cash and in-kind matches required by the grant?

☐ **Yes** ☐ **No** ☐ **Unsure**

Human Resources

37. Does the organization have a well-planned process to recruit, develop, and retain employees?

☐ **Yes** ☐ **No** ☐ **Unsure**

38. Does the organization provide relevant and regular training for staff and board members?

☐ **Yes** ☐ **No** ☐ **Unsure**

39. Are employee performance appraisals conducted on a consistent and fair basis?

☐ **Yes** ☐ **No** ☐ **Unsure**

40. Does the organization have a commitment to recruiting the best employees?

☐ **Yes** ☐ **No** ☐ **Unsure**

41. Does the organization have a well-planned process to recruit, develop, and retain volunteers?

☐ **Yes** ☐ **No** ☐ **Unsure**

Partnership/Collaboration

42. Does the organization participate in partnership with other groups?

☐ **Yes** ☐ **No** ☐ **Unsure**

43. Does the organization regularly communicate or cooperate with government agencies, private foundations or faith-based institutions?

☐ **Yes** ☐ **No** ☐ **Unsure**

44. Have these relationships led to mutually beneficial collaboration?

☐ **Yes** ☐ **No** ☐ **Unsure**

Sustainability

45. Does the organization have diversified funding from multiple sources?

☐ **Yes** ☐ **No** ☐ **Unsure**

46. Does the organization have a group of dedicated people that believe in the mission and are willing to provide financial support and/or volunteer their time?

☐ **Yes** ☐ **No** ☐ **Unsure**

Governance & Operations

47. Does your organization have an active and independent board of directors and/or other governing body? (Independent is defined as a majority of board members who are neither employees of the organization nor family members of employees or other board members.)

☐ **Yes** ☐ **No** ☐ **Unsure**

48. Does the organization provide staff and volunteers with written job descriptions and the necessary resources to carry out duties appropriately?

☐ **Yes** ☐ **No** ☐ **Unsure**

49. Does the organization have written policies and procedures, including a conflict of interest and nepotism policy for employees and directors?

☐ **Yes** ☐ **No** ☐ **Unsure**

Each “Yes” answer is worth one point

RESULTS

- **43 points or more:** Based on your self-assessment, the organization likely has the capacity to successfully operate an AmeriCorps*State program.
- **33-42 points:** Based on your self-assessment, the organization may need to make a few improvements in your capacity and planning to succeed.
- **Less than 33 points:** Based on your self-assessment, the organization may have a significant need to build its capacity. Applying for AmeriCorps*State or other competitive funds may not be a suitable option for you at this time.

State of Alaska
Serve Alaska State Service Commission
550 West 7th Avenue, Suite 1770
Anchorage, Alaska 99501-3501

Telephone: 907-269-4637
Fax: 907-269-5666
Text Telephone: 907-465-5437
Website: www.servealaska.alaska.gov
Email: serve.alaska@alaska.gov