

FY 2025 Terms and Conditions for AmeriCorps VISTA Program Grants

These AmeriCorps (AmeriCorps is the operating name for the Corporation for National and Community Service) **Grant Program Specific Terms and Conditions and the 2025 AmeriCorps General Terms and Conditions, are binding on the recipient.**

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I. CHANGES FROM THE FY 2024 AMERICORPS VISTA PROGRAM GRANT TERMS AND CONDITIONS

- Replaced eGrants with AmeriCorps’ Grants Management System throughout.
- Removed the Key Concepts of Financial Grants Management Training, moved to General Terms and Conditions.
- Section VIII - added section on Prohibitions of Use of VISTA Resources
- Section X - changed the budget changes threshold from \$100,000 to \$250,000
- Section XII - updated the link to the NSCHC eCourse

II. AWARD ACCEPTANCE

The signature on the SF424, including electronic signature via e-authentication, constitutes a binding offer and constitutes agreement to the terms and conditions of award. AmeriCorps reserves the right to withdraw the

award if activity does not begin upon award and/or as a remedy for noncompliance as described in 2 CFR 200.339-340.

III. LIVING ALLOWANCE AND WITHHOLDINGS

Living Allowance (also referred to as Subsistence Allowance). The biweekly payments made to AmeriCorps VISTA members and AmeriCorps VISTA summer associates to cover housing, food, and other personal expenses during their term of service. Living allowances are neither salary, nor wages for work. Living allowances do not correspond to services provided by members or summer associates and are not intended to serve as payment for services provided by members and summer associates.

AmeriCorps VISTA sponsors receiving Program Grants must obtain a W-4 Form (Employee's Withholding Allowance Certificate), or a W-4E Form (Exemption from Withholding) from each AmeriCorps VISTA member. By January 31 of the calendar year following the payments, the sponsor must provide each member with a W-2 Form (Wage and Tax Statement) that reports the member's total earnings, and federal taxes withheld, for the period during the prior calendar year in which the sponsor provided the member a living allowance. AmeriCorps will provide the members with a W-2 Form for any allowance or stipend earnings made directly by AmeriCorps.

The sponsor will disburse the member living allowances in arrears, either biweekly in 26 payments if following the federal VISTA allowance schedule, or twice monthly if the sponsor's organizational pay schedule is twice a month or 24 payments in a year. The living allowance amounts provided by the recipient to members shall be set according to the current AmeriCorps VISTA rate based on the county in which the members serve. The sponsor shall modify allowances and end-of-service stipends disbursed to members to reflect any changes to such allowances, as determined by AmeriCorps.

AmeriCorps VISTA Program Grant sponsors shall make no deductions from member allowances for state taxes, workers compensation, health coverage, or other types of fringe benefits. With regard to health coverage, members may be covered by either private insurance, Medicaid, Medicare, and/or the AmeriCorps VISTA Health Benefits Program. With regard to workers compensation, members are covered by the Federal Employees Compensation Act (FECA).

Program Grant sponsors may not expend funds approved for payment of bi-weekly living allowances, or stipends, for any other purpose without the prior written approval of AmeriCorps's Portfolio Manager.

Federal Workers Compensation Coverage. AmeriCorps VISTA members are considered federal employees for purposes of the Federal Employees Compensation Act (FECA) and are covered by FECA; therefore, no additional payment for workers compensation shall be paid to the state.

Unemployment Benefits. AmeriCorps VISTA members are not considered employees of the sponsor or subrecipient organization for any purpose. Members are not eligible for unemployment benefits or insurance based on their AmeriCorps VISTA service or at the completion of service; therefore, no unemployment tax shall be paid to the state.

IRS Tax Status. AmeriCorps VISTA members are regarded as federal employees only for certain limited purposes under the Internal Revenue Code. Among the limited purposes are federal income tax withholding. They are not employees of the sponsor or subrecipient organization. The rules that apply to FICA withholding for employees of the sponsor or subrecipient organization do not apply to the members. (FICA should not be withheld from any living allowances and is only withheld from the end-of-service stipend at the time it is paid to the member. State taxes should not be withheld from any payments.)

The sponsor will withhold federal income taxes on all taxable member payments and withhold FICA (Social Security and Medicare) only from the end-of-service stipend and submit the withholdings to the Internal Revenue Service at time of payment.

IV. AWARD PERIOD AND INCREMENTAL FUNDING

A project period is the complete length of time the recipient is proposed to be funded to complete approved activities under the award. A project period may contain one or more budget periods. A budget period is a specific interval of time for which federal funds are being provided to fund a recipient's approved activities and budget.

Unless otherwise specified, the award covers a one-year project period. In approving a multi-year project period, AmeriCorps generally makes an initial award for the first year of operation. Additional funding for subsequent budget periods is contingent upon satisfactory performance, a recipient's demonstrated capacity to manage an award and comply with award requirements, and the availability of Congressional appropriations.

AmeriCorps reserves the right to adjust the amount of an award or elect not to continue funding for subsequent years. The project period and the budget are noted on the award document.

V. REPORTING REQUIREMENTS

The recipient is responsible for timely submission of periodic financial, progress, and member reports during the project period and a final financial report.

Federal Financial Reports (AmeriCorps). The recipient shall complete and submit financial reports in AmeriCorps' Grants Management System to report the status of all funds. The recipient must submit timely cumulative financial reports semi-annually, twice yearly in six-month increments from the budget period start date of the grant.

Final Federal Financial Report (AmeriCorps). Recipients completing the final year of their award must submit, in lieu of the last semi-annual financial report, a final financial report in AmeriCorps' Grants Management System. The final financial report is due no later than 120 days after the end of the project period.

Progress Reports. The sponsor shall complete and submit Project Progress Reports via AmeriCorps' Grants Management System. The Project Progress Reports shall report on the progress toward achievement of project performance targets. Refer to the Project Progress Report instructions for current due dates. (Also, see the Memorandum of Agreement.) Sponsors will also complete a VISTA Progress Report Supplement (VPRS) annually in November.

Member Payments Report. The sponsor shall submit to the AmeriCorps Region Office at least monthly, a report of AmeriCorps VISTA member payments disbursed, showing each member by name, and the amount of living allowances and deductions disbursed to members as well as the source (AmeriCorps federal or non-federal). A photocopy of a computer printout or accounting ledger is acceptable proof of payments.

Requests for Extensions. Extensions of reporting deadlines will be granted only when 1) the report cannot be furnished in a timely manner for reasons, as determined by AmeriCorps, legitimately beyond the control of the grantee, and 2) AmeriCorps receives a written request explaining the need for an extension before the due date of the report.

Extensions of deadlines for financial and progress reports may only be granted by the AmeriCorps Portfolio Manager.

Other. The recipient shall meet, as AmeriCorps determines is necessary, with the AmeriCorps Region Office or with other staff or consultants designated by

the AmeriCorps Portfolio Manager to exchange views, ideas, and information concerning the project. The recipient shall submit such special reports as requested by AmeriCorps.

VI. RECOGNITION OF FEDERAL FUNDING

When issuing statements, press releases, requests for proposals, bid solicitations, annual reports and other documents describing projects or programs funded in whole or in part with AmeriCorps money, the grantee receiving federal funds, including but not limited to state and local governments, shall clearly state (1) the percentage of the total cost of the program which will be financed with AmeriCorps money, and (2) the dollar amount of AmeriCorps funds for the project or program.

VII. EXTERNAL AND DATA COLLECTION

The recipient must cooperate with AmeriCorps and its evaluators in all monitoring and evaluation efforts. As part of this effort, the grantee must collect and submit certain project data, as defined in the AmeriCorps VISTA Progress Report Supplement, and must provide data as requested or needed to support external evaluations.

VIII. PROHIBITIONS OF USE OF VISTA RESOURCES

The Sponsor agrees that no member assigned to the Sponsor, and no other federal financial assistance provided by AmeriCorps, shall be used to assist, provide, or participate in:

- 1) Partisan and non-partisan political activities associated with a candidate, including voter registration, or providing voter transportation to the polls;
- 2) Direct or indirect attempts to influence passage or defeat of legislation or proposals by initiative petition;
- 3) Labor or anti-labor organization or related activities;
- 4) Religious instruction, worship services, proselytization, or any other religious activity as part of their duties;
- 5) Activities or service that would supplant the hiring of or result in the displacement of employed workers, existing volunteers or impair existing contracts for service;
- 6) Receiving or accepting compensation from members or from beneficiaries for the services of members;

- 7) Requesting, charging, or accepting participation or application fees from potential applicants or candidates; or
- 8) Requiring or accepting project application fees from potential sites.

IX. SUBAWARDS PROHIBITED

VISTA grant recipients may not make subawards of grant funds. Direct reimbursement to sites for travel and/or training expenses are not considered subawards.

X. BUDGET AND PROGRAMMATIC CHANGES

Programmatic Changes. The recipient must first obtain the prior written approval of the AmeriCorps Portfolio Manager before making any of the following changes (1 and 2):

1. Changes in the scope, objectives, or goals of the program, whether or not they involve budgetary changes;
2. Substantial changes in the level of member supervision;

Upon notification to the AmeriCorps Portfolio Manager, recipients may make programmatic changes due to, or in response to, an officially declared state or national disaster without written approval from AmeriCorps. As soon as practicable, recipients making disaster-related programmatic changes must discuss the recordkeeping, member activities, performance measure adjustments, and other AmeriCorps VISTA award requirements with the AmeriCorps Portfolio Manager.

While written approval from AmeriCorps is not required before making disaster-related programmatic changes, AmeriCorps reserves the right to limit or deny disaster-related programmatic changes, including disallowing costs associated with the disaster-related activities.

Budgetary Changes. The grant recipient must obtain the prior written approval of AmeriCorps' Portfolio Manager before deviating from the approved budget in any of the following ways:

1. Specific Costs Requiring Prior Approval before incurrence under the uniform administrative requirement, cost principles, and audit requirements for Federal awards at 2 CFR Parts 200 and 2205. Certain cost items in 2 CFR Parts 200 and 2205 require approval of the awarding agency for the cost to be allowable such as pre- award costs. Please ensure you consult the

regulations and/or your Portfolio Manager prior to incurring costs to ensure allowability.

2. Unless the AmeriCorps share of the award is \$250,000 or less, changes to cumulative and/or aggregate budget line items that amount to 10 percent or more of the total budget must be approved in writing in advance by AmeriCorps. The total budget includes both the AmeriCorps and recipient shares. Recipients may transfer funds among approved direct cost categories when the cumulative amount of such transfers does not exceed 10 percent of the total budget.

Approvals of Programmatic and Budget Changes. AmeriCorps Portfolio Managers are the only officials who have the authority to alter or change the terms and conditions or requirements of the award. Portfolio Managers will execute written amendments and recipients should not assume approvals have been granted unless documentation from the AmeriCorps Office of Grant Administration (OGA) has been received and executed via signature. Programmatic changes also require final approval of OGA after written recommendation for approval is received from the Portfolio Manager.

XI. LOBBY DISCLOSURE

For awards exceeding \$100,000, pursuant to 31 U.S.C. 1352, the Grantee is required to file a disclosure report, Standard Form LLL, Disclosure of Lobbying Activities, at the end of any quarter, when the Grantee has paid or agreed to pay any lobbying entity for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with a covered Federal action. The report must be submitted to the AmeriCorps Senior Portfolio Manager.

XII. NATIONAL SERVICE CRIMINAL HISTORY CHECK (NSCHC) TRAINING

All recipients **must** complete and retain a certificate of completion of the AmeriCorps NSCHC eCourse training every year to ensure that recipients conducting criminal history background checks comply with all NSCHC requirements. The AmeriCorps designated eCourse provides a thorough overview of the requirements and can be found at: <https://americorpsonlinecourses.litmos.com/course/325500>. Each grant recipient must identify at minimum one staff person who has some responsibility for NSCHC compliance to fulfill this requirement on behalf of the recipient. The grant recipient must retain the certificate of completion and assign staff to retake the course annually prior to the expiration of the

certificate. Grant recipients should save certificates of completion from each year as grant records.