



# 2025 Annual Report



January 31, 2026

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To the 132<sup>nd</sup> Maine State Legislature,

It is my honor to submit the 2025 Annual Report of the Maine Commission for Community Service (Volunteer Maine) on behalf of our 19 Governor-appointed Commissioners. In 2025, Volunteer Maine delivered more than \$2 million in grants and contracts directly benefiting communities across Maine. Despite a challenging federal funding environment, the Commission remained focused and mission-driven — ensuring that service and volunteerism continued to address critical needs while strengthening civic engagement statewide.

Volunteer Maine funded eight AmeriCorps programs that deployed 108 AmeriCorps members across all 16 counties, supporting access to justice, nature-based health and wellness, outdoor recreation, environmental conservation and stewardship, and municipal and community resilience. The Maine Climate Corps Network welcomed a new member organization and provided green-jobs professional development funding to network members, while the Maine Service Fellows program completed its first full cohort of five Fellows serving rural and underserved communities — delivering a strong return on investment to the communities they serve.

This year also marked an important milestone with the launch of ServeMaine.org, a new statewide volunteer matching platform that modernizes Maine's volunteer infrastructure and expands access to service opportunities.

Volunteer Maine also navigated a year of significant transition with resilience and purpose. Following the retirement of longtime Executive Director Maryalice Crofton, the Commission welcomed Brittany Gleixner-Hayat as Executive Director during a period of considerable federal and organizational change. Under her leadership, the Commission successfully transitioned its administrative home to the Maine Office of Community Affairs, whose mission to strengthen state-municipal partnerships closely aligns with Volunteer Maine's work supporting community-based solutions.

Thank you for your continued support of volunteerism and community service in your districts and throughout Maine. Your partnership helps ensure our communities remain strong, resilient, and connected—and that service continues to be a powerful force for good across the state.

Respectfully yours in service,

Pamela M. Proulx-Curry,  
Chair, Maine's Commission for Community Service

# About Us



Executive Director Brittany Gleixner-Hayat at the 2025 Maine Volunteer Leadership Conference  
Photo courtesy of Thomas Meuser

The Maine Commission for Community Service, is the state service commission. It was established in 1994 and its mission, duties, and programs are described in 5 MRSA CH. 373 §7501 et seq. On October 16, 2019, the Maine Commission for Community Service adopted Volunteer Maine as its new public identity.

## Mission

Volunteer Maine, as the state's Service Commission, seeks to foster and inspire community service and volunteerism to address critical needs in the State of Maine.

## Vision

Our vision is to have vibrant, productive communities with involved, responsible citizens.

## Who We Serve



Managers of volunteers



Organizations seeking to address critical needs through service



Organizations seeking to engage volunteers



AmeriCorps Maine grantees

✓ Promote service as a strategy.

✓ Provide training and technical assistance to volunteer programs and staff.

✓ Make, administer, and evaluate volunteer program grants.

✓ Foster high quality volunteer management practices.

✓ Raising awareness of volunteer sector issues, especially those affecting socially marginalized and/or historically disadvantaged communities

## How We Serve



Agencies seeking to develop national service programs



# Our Values

## Service is a Community-Building Strategy

harnessing the energy of a few to the benefit of many



Photo courtesy of Brittany Gleixner-Hayat



Photo courtesy of Thomas Meuser



Photo courtesy of Maureen Kendzierski



Photo courtesy of Thomas Meuser

## Service is a State and Nation-building Strategy

cultivating a sense of community identity and greater common purpose

## Service is a Cornerstone of Learning

## Service Generates Social Connections Through Participation

## Service is a Problem-solving Strategy

extending the effort and energy of full-time professionals with the vision and sense of mission offered by part- or full-time volunteers

## Service Fosters a Strong Sense of Meaning, Mattering, and Resilience for Participants and by Building Bridges Within Communities

## Service Builds Mutual Understanding, Empathy, Shared Purpose, and the Likelihood of Future Engagement

## Service is an Opportunity to Expand Resources

increasing the likelihood of producing tangible outcomes

## Service Benefits Those Who Serve

improving well-being, health outcomes, and acquisition of skills and increasing civic responsibility

## Service is a Means of Increasing Diversity and Inclusion

*Top to Bottom:*  
Executive Director Brittany Gleixner-Hayat attends WindowDressers build hosted by Chickadeeds  
Attendees of the 2025 Maine Volunteer Leadership Conference  
Maine Service Fellow Holly Werner with Deer Isle & Stonington Host Site representatives  
Youth Award Recipients from 2025 Governor's Awards for Service and Volunteerism

*The Maine Commission for Community Service is grounded in the belief that service is transformative. It builds bridges, strengthens communities, and fosters personal growth.*

# Resources

## Commission Assets



Maine's statewide focus on volunteerism



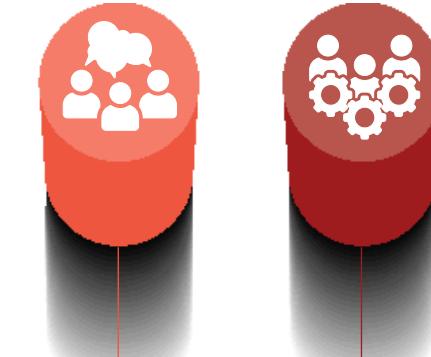
AmeriCorps alumni and AmeriCorps Seniors



Knowledge, thought leadership and innovation



Volunteer manager training and capacity building



Skill in convening diverse stakeholders



Certified trainers and technical assistance capability

## Funding Sources

- ✓ Federal funds from AmeriCorps, the federal agency and the National Oceanic and Atmospheric Administration
- ✓ In-kind donations of services, space, and supplies
- ✓ Registration and fees for training courses, and conferences conferences
- ✓ Private sector funding, sponsorship of events, grants, etc.
- ✓ State of Maine General Fund



Founded in 2015, The Maine Volunteer Foundation (MVF) is the private nonprofit partner of Volunteer Maine. The Foundation identifies and secures private and philanthropic resources that can be used by Volunteer Maine to expand its mission throughout the state of Maine.

## Transitions and Opportunities



### MAINE OFFICE OF Community Affairs

In October 2025, Volunteer Maine successfully transitioned its administrative home to the newly established Maine Office of Community Affairs (MOCA), joining several partner agencies with a shared focus on strengthening state-municipal collaboration. MOCA's mission closely aligns with Volunteer Maine's work supporting community-based solutions, and by year's end, the Commission was already identifying meaningful collaborative opportunities with the State Resiliency Office, the Community Resilience Partnership, and the Housing Opportunity Program — positioning Volunteer Maine for deeper cross-agency impact in the years ahead.



From left to right: Executive Director Brittany Gleixner-Hayat, Michael Ashmore, and Board Chair Pamela Proulx-Curry

The end of 2025 also marked the retirement of Michael Ashmore following 16 years of dedicated service to the Commission. Throughout his tenure, Michael's deep institutional knowledge and thoughtful leadership played a pivotal role in advancing the Commission's work and strengthening AmeriCorps service both in Maine and nationwide. His contributions left a lasting impact on the national service landscape. At his final Commission Board meeting, Volunteer Maine Commissioner F. Celeste Branham offered a heartfelt tribute, recognizing Michael's steadfast commitment and unwavering dedication to service on a broader, national scale.

*"By example, he has led us to do more, to care more."*

# Meet the Commissioners

The Commissioners are appointed by the Governor to serve 3-year terms. Members are a diverse, bipartisan group of citizens, actively engaged in service who represent every region of the state. The board seats are designated in statute. Each person represents a facet of Maine's volunteer service sector.

**Pamela Proulx-Curry,  
Old Town  
Chair**  
Executive Director  
Maine MultiCultural Center

Jennifer Burke, Biddeford  
Assistant VP  
Communications and  
Outreach  
Maine Credit Union League

Mary Krebs, Rockland  
Statistical Services Supervisor,  
Maine CDC

**William Guindon, Jr., Auburn  
Chair-elect**  
Mass Care Coordinator  
Maine Emergency  
Management Agency

Riana Segerson  
Senior Portfolio Manager  
AmeriCorps Northeast  
Region Office

Diane Lebson, Camden  
CEO and Co-Founder  
Evergreen Philanthropic  
Solutions

**Scott Adams, Saco  
Vice-chair**  
President  
APWU Local 458

Kelly Day, Westbrook  
Director of Volunteer  
Services  
Catholic Charities Maine

Janet May, Bangor  
Coordinator of Transition and  
Adults  
Center for Community Inclusion  
and Disability Studies  
University of Maine

**Luke Shorty, Winthrop**  
Immediate Past Chair  
Executive Director of  
Strategic Initiatives,  
Thomas College

Chelsey Fortin-Trimble,  
Winslow  
Associate Commissioner of  
Policy and Programs  
Maine Department of  
Education

Kelsey Preecs, Augusta  
Individual Assistance Officer  
Maine Emergency Management  
Agency

**Aleyne Aular-Torres,  
Old Town**  
Undergraduate Student  
University of Maine-Orono

Necole Janczura, Cushing  
Business Development  
Officer  
First National Bank

Betsy Sawyer-Manter, Portland  
President and CEO  
SeniorsPlus

**F. Celeste Branham, Brunswick**  
VP for Student and  
Community Services (retired)  
University of Maine  
Farmington

Ninette Ibararuta, Yarmouth  
Senior Director Community  
Engagement  
United Way of Southern  
Maine

Ruben Torres, Portland  
Communications and Policy  
Manager

Maine Immigrants Rights Center  
Michael Williams, Greenbush  
County Manager  
Piscataquis County

## Commissioners Who Completed Service in 2025

The Commission is grateful to board members who completed service in 2025:

Thomas Meuser, Ph.D., Portland  
Julia Van Steenberghe, Old Town  
Tade Sullivan, Blue Hill  
Jacinda Goodwin, Winslow  
Matthew Williams, Ellsworth  
Jenifer Tilton-Flood, Clinton  
Susan Cheesman, Concord, NH

## Regular Staff

**Brittany Gleixner-Hayat**  
Executive Director

**Michael Ashmore**  
Program Development and  
Training Officer

**Jamie McFaul**  
Grants Officer

**Lucy Martin**  
Program Officer, Special  
Volunteer Initiatives

**Maureen Kendzierski**  
Volunteer Services  
Coordinator

**Tilan Copson**  
Public Information Officer

**Maryalice Crofton**  
Executive Director  
(Retired March 2025)

## Short-term Staff

**Kofi Bofah**  
Financial Assistant



## Volunteers

The Commission involves community members as volunteers on its advisory committees, grant selection task force, grant peer review, and trainers. Their contributions help Volunteer Maine extend its internal capacity.

### With appreciation, we recognize:

Lisa Morin	Cory Long
Heather McCarthy	Allison Foster
Edward Greyfox-Burgess	Ed Barrett
Kristen Grant	Sophia Doremus
Nathan Robbins	Debra Bare-Rogers
Stacie Haines	Alex Williams
Kate Klibansky	Anne Louise Rice
Rep. Morgan Rielly	Ben Levek
Jennifer Crittenden	Dr. Tiffany North



**Volunteer Maine**  
Maine Commission for Community Service

# Recognitions and Events



Former Executive Director Maryalice Crofton and Representative Morgan Rielly at the 2025 National and Community Service Recognition Day where Maryalice was honored for her 32 years of service

## A Tribute to Maryalice Crofton, Former Executive Director Volunteer Maine

Volunteer Maine recognized former Executive Director Maryalice Crofton for her thirty years of service with the Commission at the National and Community Service Recognition Day in March of 2025. At the event, Representative Morgan Rielly offered a personal reflection on his years of collaboration with Maryalice, "You are the epitome of a good public servant. You are a passionate source of knowledge and ideas on how to make service more accessible and inclusive, and you are always thinking about how to best serve the people of Maine." Representative Rielly then presented Maryalice with a Legislative Sentiment.



Photo courtesy of Thomas Meuser



## National and Community Service Recognition Day



44 AmeriCorps Members sworn in



13 Programs Represented



50+ Attendees from the Public and State Government



Photo courtesy of Thomas Meuser

## By the Numbers...

### AmeriCorps Member Conference - Life After AmeriCorps



11 Speakers & Panelists



1 Keynote address and 8 workshop breakout sessions



96 AmeriCorps attendees & 11 Program Staff

### Maine Volunteer Leadership Conference



17 Speakers and Panelists



2 Keynote addresses, 1 Whole-group Plenary, 3 Panel Sessions, and 6 Workshop Breakout Sessions



156 Attendees

### Governor's Awards for Service and Volunteerism



270 Maine Roll of Honor Recipients: Volunteered 500+ hours in 2025



124 Maine Youth Roll of Honor Recipients: Volunteered 50+ hours in 2025



Over 100 attendees

# Training and Technical Assistance

The Commission serves managers and leaders of volunteer programs, Maine civilian national service grant staff, public and private nonprofit organizations seeking to strengthen volunteer engagement, as well as organizations and agencies seeking to develop service programs.

The goal of all technical assistance and training is to increase the capacity, sustainability, effectiveness, and efficiency of Maine's volunteer sector.

**47** Community organizations received multi-session technical assistance aimed at increasing their ability to effectively engage volunteers.

**179** Members of the Maine Volunteer Managers Network. The Network brings together leaders around the state monthly to combine peer advising, guest speakers, and training.

**484** Individual participants received direct training and technical assistance from Volunteer Maine staff.

## Micro-credential: Introductory Volunteer Management

In partnership with the University of Maine Cooperative Extension the Commission developed an online microcredential in basic volunteer management principles. The course serves learners of all levels, whether a working professional, volunteer leader managing other volunteers, a student looking to complement their program, or other interested community members.

**10** **Micro-badges awarded**

Learners earn micro-badges for each level and a micro-credential once all three levels are completed. 7 micro-badges were earned at level 1 and 3 at level 2

**115** **Pursuing microcredential (enrolled)**

In 2025, there were 25 new enrollments and 42 continuing learners from 2024.



## Maine Service Enterprise Cohort Training

Volunteer Maine is the statewide licensed provider and partner with Association of Leaders in Volunteer Engagement (AL!VE) on implementation of Service Enterprise (SE), a planning and organizational change process through which local public and nonprofit service providers engage the public in skilled volunteer positions. Unlike training for staff of volunteer programs, SE requires involvement of the chief executive, board members, and senior leadership because the core question is how volunteers can help the agency achieve its strategic goals more effectively and efficiently.



## Special Recognition New Service Enterprise:

MAINE   
AUDUBON

don't just use volunteers, but operate with a culture of volunteerism deeply woven into their strategic planning, operations, and mission delivery.

*"Service Enterprise has provided a valuable structure that has expanded our use of volunteers across the organization and to improve our volunteer administration and operations. It has also heightened awareness of the importance of volunteers; this has been particularly important as we have grown at a compound annual growth rate of 13% over the past five years."*

*-Executive Director Andrew Beahm*

# Maine Climate Corps

The Commission manages the Maine Climate Corps Network (MCCN) which in 2025 had eleven service programs focused on community resilience, energy conservation, land and water preservation, housing, and resilience planning. All network programs contribute to the goals of Maine's four-year climate action plan, provide individuals with experiences that prepare them for careers, and engage the community in their activities.



## Network members

Maine's Climate Corps is a network of community programs that advance climate goals through service and volunteerism. The service programs tackle the consequences of climate change in Maine through nature-based solutions, community education and demonstration projects, improved tools such as maps and models, and increased local capacity and resilience.

**AmeriCorps Resilience Corps**  
Island Institute Fellows Program  
Campus Compact EnviroCorps  
Maine Conservation Corps  
Volunteer Maine: Maine Service Fellows  
Muskie School of Public Service: Muskie Resiliency Interns

**Portland Youth Corps**  
Thompson Lake Environmental Association: LakeSmart Youth Conservation Corps  
WindowDressers Community Build  
Working Lands Conservation Corps

## Program Highlights

Volunteer Maine is proud to highlight Climate Corps Network service activities across Maine, however, not all initiatives referenced are directly funded by the Commission.



The **Maine Service Fellows** crafted resilience plans, served on housing task forces, and encouraged citizen science initiatives. With MCCN support, they completed grant writing courses, attended the Maine Municipal Association Conference, and received training in community engagement.

The Greater Portland Council of Governments (GPCOG) **AmeriCorps Resilience Corps** had a full cohort of 12 members. Members supported municipalities in the Greater Portland area, creating important resources such as resilience and energy plans, engaging in community events, and encouraging sustainability among residents.

Over the last five years, **Portland Youth Corps** has provided opportunities for about 160 teens to get hands on experience in conservation and encouraged them to engage in their communities. In their summer and fall sessions of 2025, two crews completed trail work and bridge construction work at Deering Park in Portland, Maine.

**WindowDressers** held approximately 25 builds throughout the state of Maine and received support from Resilience Corps and Muskie Resiliency Interns with builds and research projects respectively. They have also expanded their partnerships and held builds with the Maine Department of Corrections and Chickadeeds.

The City of Saco and the Maine Aquaculture Innovation Center brought on their **Muskie Resiliency Interns** as part-time employees and the Camoin Associates interns will continue working with their host sites on part-time professional projects. New Host Sites for 2026 include GrowSmart Maine, The Green Schools Initiative, The Gulf of Maine Research Institute, The City of Westbrook, Maine, and the New England Environmental Finance Center Stormwater Project.



Photo courtesy of Lisa Milette

**Island Institute Fellows** supported the islands of St. George, Brooklin, Phippsburg, Monhegan, Islesboro, Deer Isle & Stonington, Sullivan, Sorrento, North Haven, Chebeague, Swan's Island, and Damariscotta with activities such as comprehensive and resilience plans, public water access inventories, affordable housing and shoreline erosion projects, and Electronic Vehicle policies.



Photo courtesy of TLEA website

**Thompson Lake Environmental Association** presented a workshop educating attendees from four separate lakes on the Build Better Buffers program that is being organized in collaboration with Maine DEP Our Shores and Native Planting agenda. The volunteer LakeSmart program evaluated 26 properties, writing reports for property owners on improvements that could be made to reduce erosion.



Photo courtesy of Deidra Stanchfield

To highlight just a few of the amazing accomplishments of the **Maine Conservation Corps**, Shore Corps stewards engaged 161 community members in nature-based solutions projects, Community Tree Stewards mapped the resources for 2668 acres and 40 miles of trail, and Environmental Stewards removed 16.64 acres of invasive species and improved 29.78 acres of habitat.

*Note: also reported to AmeriCorps*



**Campus Compact EnviroCorps** launched in 2024 with 14 host sites in 9 states where AmeriCorps members lead climate action projects focused on ecosystem health, energy efficiency, and environmental education. The Campus Compact EnviroCorps program ended in Maine in 2025.



**Working Lands Conservation Corps** supported invasive species management, led invasive plant workshops and field surveys with Piscataquis Soil & Water Conservation District, and conducted land assessments and outreach related to the Family Forest Carbon Program. The Working Lands Conservation Corps ended in 2025.

# Program Development and Support

In 2025, the Maine Climate Corps Network (MCCN) met six times to coordinate activities, share best practices, and provide peer support. The peer support was especially important throughout 2025 as the federal funding landscape created uncertainty. During this time, Portland Youth Corps joined the Network, which allowed for increased outreach and awareness of youth-led environmental initiatives.

## Green Employer's Learning Cohort



Volunteer Maine supported MCCN programs through \$12,000 in small grant and technical assistance opportunities with funding from Service Year Alliance. The funding was made possible through Volunteer Maine's participation in the nationwide Green Employer's Learning Cohort through Service Year Alliance.

- 10** Members from Maine Conservation Corps Individual Placements gained Wildlife First Aid and CPR certifications that are recognized at a national level
- 4** Maine Service Fellows completed a Grant Writing for Nonprofits course that gave them graduate level credits
- 2** Thompson Lake Environmental Association YCC Lead Members received an Erosion Control Practices Certificate
- 3** Thompson Lake Environmental Association YCC Lead Volunteer Managers received Shoreline Stabilization Practices for Inland Waterbodies continuing education hours
- 10** Resilience Corps AmeriCorps members received Project Management training from Price Armstrong, the multi-modal Planning Lead at AECOM; a training which was built specifically for Resilience Corps and can be used again

*"Meeting Zebulon and having physical first aid kits to practice the concepts we were learning. WFA certification makes me more of an asset not just in the wilderness, but wherever first aid needs to be applied. It makes sure we have a toolkit for any future injuries we might have or might witness."*

*- Conservation Corps member*

*"Staying certified and up to date with DEP guidelines was essential in my role as Youth Conservation Corps (YCC) Project Coordinator with the Thompson Lake Environmental Association (TLEA)...One of the most rewarding aspects of the role was mentoring the YCC crew members. I made it a point to share my methods and explain the reasoning behind them. This created a deeper understanding of erosion control practices for the YCC kids. One crew member has since expressed interest in becoming Erosion Control Certified"*

*- Chris Stoehner, TLEA*

*"I thought it was a great training, it was structured in an engaging way and I appreciated the menti participation method... I'd definitely recommend this training be offered in the future"*

*-Resilience Corps member*

# Maine Service Fellows

2025

6 FELLOWS 7,580 HOURS



18 TOWNS \$250K ADDED VALUE

**\$32.13**

Average value of an hour of a Fellow's work

**3000%**

Return on Investment

The Maine Service Fellows support underserved, rural communities by embedding recent college graduates for 10 to 20 months of capacity-building service. Each community identifies an issue that impacts them and, with the support of the Volunteer Maine, creates a workplan that details how a Maine Service Fellow will provide support towards the resolution of that issue. Issues that Maine Service Fellows addressed in 2025 include community resilience planning, affordable workforce housing, community science education, and disaster preparedness. Maine Service Fellows live and serve in the community to address a critical need, while strengthening civic engagement by committing 20% of their time to developing regional networks of volunteers. This ensures that project successes are sustainable beyond the Fellow's term of service.

## Resilient Maine Grant

Funding for the Maine Service Fellows in 2025 is through Resilient Maine, a grant by the National Oceanic and Atmospheric Administration to the Governor's Office of Policy, Innovation, and the Future. This grant fully funds five Service Fellows, allowing rural communities to access this resource for a small site fee of \$1,800.

## Meet the Fellows

Maine Service Fellows are a proven resource for rural communities; Sam Gilbert, a Fellow serving the Passamaquoddy Tribe at Pleasant Point in Sipayik in 2022, led a Window Dressers program resulting in 18% of all households installing energy efficient window inserts. The Maine Service Fellow in Norway, Gianluca De Rosas, served with the Center for An Ecology Based Economy (CEBE) in '24 and led community development planning that has resulted in \$300,000 in resilience grants to Norway and the surrounding towns. And in Dover-Foxcroft Maine Service Fellow James Fagan led a volunteer effort resulting in the completion of 200 window inserts with the Window Dressers in 2024, then he signed on for a second term of service in 2025 to support Emergency Preparedness in that same community.



### Devendra Thapaliya '25, Machias Comprehensive and Resilience Planning

Devendra supported the development of both Comprehensive Plans and Climate Resilience Plans in Roque Bluffs, Cutler, Machias, Machiasport, and East Machias. He leveraged his GIS skills, engaged with community members and leaders, and supported the work of the Sunrise County Economic Council with the Upper Machias Bay Master Plan. Devendra's service concluded in December 2025.



### Emma Sawyer '25, Cherryfield Public Spaces in Nature

Emma's service focused on connecting community members with the Cherryfield Riverwalk through the creation of maps and sign panels along the river, launching an annual Halloween "Shiverwalk," and coordinating with the local school on place-based science education. Emma's focus areas included pedestrian infrastructure, historical research, community engagement, and shoreline restoration.



### Ray Kasckow '25, Van Buren Food Security

Ray's service in Aroostook County has included volunteer recruitment, leadership development, Community Garden education, partnership development, sustainable food programming, long-term garden systems planning, and community education curriculum planning, all while studying to become a Master Gardener.



### Holly Werner '25, Deer Isle & Stonington Affordable Workforce Housing

Holly's service in Hancock County has focused on the development of affordable workforce housing for the towns of Deer Isle and Stonington. Her work has included GIS mapping, community engagement, data analysis, researching housing regulation and historic registry, and serving on the Interlocal Housing Task Force. Holly plans to continue in a second term of service.



### James Fagan '25, Dover-Foxcroft Emergency Preparedness

James has served two terms in Dover-Foxcroft. In 2025, he was charged with engaging residents with the town's new Everbridge Emergency Alert system and promoting the town's heating and cooling center. By the end of his term of service in December, James facilitated the enrollment of 25% of the town's population in the system.

## Where do they serve?



Images 1-7 (clockwise): James Fagan and host site supervisor Tara Smith in Dover-Foxcroft, Maine; Ray Kasckow and Volunteer Executive Director Brittany Gleixner-Hayat in front of the greenhouse in Van Buren, Maine; Sam Gilbert, a Fellow serving the Passamaquoddy Tribe at Pleasant Point in Sipayik in 2022; Deven Thapaliya tabling at an event for Sunrise County Economic Council in Machias, Maine; Emma Sawyer with Host Site Supervisors Crystal Hitchings and Rick Harter in Cherryfield, Maine; Holly Werner and Anne Beerits at Nervous Nellie's Jams and Jellies in Deer Isle, Maine; Gianluca de Rosas tabling for the Center for an Ecology Based Economy in Norway, Maine

# AmeriCorps Planning Grants

Volunteer Maine awards 10-month planning grants so community groups and their partners have the resources, technical assistance, and support to develop a “shovel-ready” AmeriCorps State program to compete in future Maine AmeriCorps grant competitions.

The grantees create an advisory committee of community stakeholders and devote personnel to training and completing tasks that:

- Clarify the scope and impact of a critical issue affecting their community
- Research and identify an evidence-based service response to the issue, one that can be implemented by AmeriCorps members and the community volunteers they recruit
- Develop an operation model to deliver the services effectively
- Establish effective partnerships to connect with community beneficiaries and acquire needed human, financial, and other resources
- Develop the human resource policies, systems, and management procedures required to manage, evaluate, and record accomplishments of both AmeriCorps members and community volunteers
- Develop data collection systems that will be used for reporting, learning, and continuous improvement
- Prepare to integrate AmeriCorps financial management requirements into agency policies and procedures including identifying sources of match funding
- Educate financial, human resource, senior leadership, and relevant organizational staff about AmeriCorps grant provisions, regulations, and resources available for new grantees

Throughout the planning grant, the lead planner and their team members participate in Commission trainings, reviewing specific aspects of program planning. The organization must also complete critical tasks between training sessions.



**AmeriCorps  
Maine**

**\$179,996**

**Total funds awarded  
through AmeriCorps  
planning grants**



## Completed in 2025

### Democracy Maine

Democracy Maine worked to develop an AmeriCorps program with a focus area of Innovative Community Strategies to serve rural Maine. It would address the lack of youth civic engagement and knowledge of “mattering” in a young person’s community that impacts the lives of teenagers and young people across Maine’s rural counties of Franklin, Piscataquis, Somerset, Aroostook, Androscoggin, Sagadahoc, Kennebec, Lincoln, Knox, Hancock, Waldo, Washington, York, Oxford, and Penobscot. The AmeriCorps federal ARP investment of \$60,000 supported planning activities carried out in collaboration with JustME for JustUs, Maine Youth for Climate Justice, Maine Youth Power, Maine Department of Education, Maine Civics Network, CanWe Project, and Rural Aspirations.

### Food for All Services

Food for All Services worked to develop an AmeriCorps program to serve Cumberland and Androscoggin counties. It would address the lack of nonprofit capacity that impacts the lives of Black people accessing the services of nonprofits in the AmeriCorps focus areas of Economic Opportunity and Capacity Building. The AmeriCorps federal ARP investment of \$59,966 supported planning activities.

### Hospice Volunteers of Somerset County

Hospice Volunteers of Somerset County (HVOSC) worked to develop an AmeriCorps program to serve several locations in Somerset County — Skowhegan, Madison, Pittsfield, Bingham, Jackman, and their surrounding communities. It would address building a community volunteer program to impact the lives of people who are experiencing an end-of-life journey from a life limiting illness. The AmeriCorps federal ARP investment of \$60,000 supported planning activities carried out in collaboration with community members, Redington Fairview General Hospital, Northern Light Health, Sebasticook Valley Hospital, and FQHC’s in Bingham, Madison, and Jackman.

As grantees work through the process, some groups realize they do not have the capacity to implement the program. Capacity issues often relate to lack of a staff person who can bring on a team of new people and provide the training, supervision, and record-keeping. The Commission views this as a positive outcome and encourages the grantee to explore whether a partner can support that, or whether internal work will lead to a future grant application.



# 2025 Maine AmeriCorps

*In 2025 an abrupt federal termination of AmeriCorps funding placed nearly 80% of Volunteer Maine's funding at risk. Thanks to a preliminary injunction that reinstated funding, the disruption in service statewide was only temporary. The moment highlighted both the vulnerability of systems heavily reliant on federal support and the strength of a service ecosystem powered by people who believe in service as a force multiplier. Thanks to the leadership of Volunteer Maine's Commissioners, the adaptability of grantees, and — most importantly — the unwavering commitment of AmeriCorps members, all affected programs were able to resume service in communities across Maine. Throughout this period of uncertainty, Volunteer Maine strengthened its strategic vision and advocacy efforts, reaffirming service as a powerful, people-driven solution for Maine's communities.*

*- Executive Director Brittany Gleixner-Hayat*

## AmeriCorps State Programs By the Numbers

Of AmeriCorps members serving in Maine 79% were from another state and 21% were from Maine.

**95,525** Hours served by AmeriCorps members

**4,631** Hours served by community volunteers

**2,911** Number of youth ages 1-17 served

**174** Acres of land managed and improved

**\$1,078,644**

In-kind and cash leveraged by AmeriCorps investment

**917**  
Number of community volunteers

**89**  
Number of individuals receiving job training or placement

**108**  
AmeriCorps members serving in the state

## Programs

Volunteer Maine awards grants to operate AmeriCorps programs to public and nonprofit organizations using funds allocated to Maine by the AmeriCorps federal agency. Funding amounts are based on federal budget appropriations for AmeriCorps State and National, with allocations made to each state using a population-based formula. New operational grantees receive 30 hours of direct instruction per agency, training participants in best practices in the management of AmeriCorps service members, finances, and general programming.

### Monitoring and Support

Volunteer Maine monitors grantee performance, outcomes and compliance, and ensures benefits eligibility.

### Funding Period

AmeriCorps Program grants are awarded for 3 years with the option to compete for another 3-year award.

## New Operational Grantees

### AmeriCorps Expanding Hospice in Somerset County

**Grantee: Hospice Volunteers of Somerset County**

Hospice Volunteers of Somerset County (HVOSC) was awarded four part-time AmeriCorps members who help build capacity by participating in community education, recruiting, training, and retaining Hospice Volunteers and supporting public events in Somerset County. At the end of the first program year, the AmeriCorps program will have established two to three site-based Assistant Volunteer Coordinators in rural towns throughout Somerset County. In addition, AmeriCorps members will leverage an additional 6-8 volunteers in each new community, who will be engaged in providing compassionate care for individuals with a life-limiting illness.

*The AmeriCorps investment of \$55,440 will leverage \$60,000, comprised of \$30,000 in public funding and \$30,000 in private funding.*

## GoodHealth Works AmeriCorps

**Grantee: Goodwill Industries of Northern New England**

Goodwill Northern New England (Goodwill) was awarded 36 AmeriCorps members to serve in communities experiencing public health inequities in Maine. AmeriCorps members are expanding the capacity of state, county, or local public entities and community-based organizations that are delivering a variety of public health services. At the end of the first program year, the AmeriCorps members will have gained hands-on experience and training in public health leading to post service employment while implementing evidence-based public health interventions to help 18 organizations increase their capacity. In addition, the AmeriCorps members will leverage an additional 100 community volunteers who will be engaged in implementing evidence-based public health interventions.

*The AmeriCorps investment of \$484,960 will leverage \$160,000 comprised of \$60,000 in public funding and \$100,000 in private funding to support the project.*

## Continuing AmeriCorps Programs



### Skowhegan Outdoor Recreation Program

**Grantee: Main Street Skowhegan**

Main Street Skowhegan hosts eight AmeriCorps members who coordinate and execute no-cost outdoor recreation programming designed to increase physical activity and engagement with nature for local community members in Skowhegan, Maine. At the end of each program year, the AmeriCorps program will have increased participation rates in outdoor

recreation programming by 8.8 percent (725 individuals). In addition, the AmeriCorps members will have leveraged an additional 30 volunteers who engage in and lead community outdoor recreation programming. This program will concentrate on the Healthy Futures Focus Area.

*The AmeriCorps investment of \$201,600 leverages \$99,500; in local private funding.*



## Resilience Corps

**Grantee: Greater Portland Council of Governments**

The Greater Portland Council of Governments was funded to have 12 AmeriCorps members who enable increased capacity and impact in municipalities and agencies throughout Cumberland and York Counties via systems development, project implementation, data collection, planning, outreach and community engagement.

At the end of each program year, the AmeriCorps Members will have been responsible for increased municipal and regional capacity for community and environmental resilience, with specific focus on climate change adaptation and mitigation. AmeriCorps Members also support environmental stewardship by providing education, outreach, and training to residents in Cumberland and York Counties on climate impacts and vulnerabilities, solutions, and environmentally conscious practices and increasing volunteer recruitment and retention within municipalities and agencies where applicable.

*The AmeriCorps investment of \$300,000 is matched with \$220,142, \$193,592 in public funding and \$17,950 in private funding.*



## Legal Access Navigators

**Grantee: Alpha Legal Foundation**

Alpha Legal Foundation hosts three full-time AmeriCorps members who provide legal education, procedural guidance, resources, and support for self-represented litigants in courthouses, legal aid organizations and community-based organizations in York, Cumberland and Androscoggin counties.

At the end of the first program year, the AmeriCorps program will have made the civil justice system more accessible to at least 100 Maine residents who face legal issues with no representation and strengthen a diverse pipeline into the legal field.

*The AmeriCorps investment of \$126,000 leverages \$100,000 in private funding from Alpha Legal Foundation's current operational budget.*



## White Pine AmeriCorps

### Grantee: White Pine

The White Pine Programs manages five AmeriCorps members to deliver nature-based programming for youth and seniors in Kittery, York, Eliot, South/North Berwick, Sanford, Wells and the Kennebunks. At the end of each program year, the AmeriCorps members will have meaningfully impacted the mental well-being of youth and seniors in these communities through boosted self-confidence, building of new relationships, and gathering in community outdoors.

In addition, the AmeriCorps members will have leveraged an additional 100 community volunteers who are engaged in providing nature-based programming such as facilitated recess and workshops that build naturalist skills, focused on reducing loneliness, sadness and feelings of isolation.

*The AmeriCorps investment of \$88,200 leverages \$305,000 in local private funding*



Photo courtesy of Deidra Stanchfield

## Maine Conservation Corps

### Grantee: Department of Conservation, Agriculture, and Forestry

The Maine Conservation Corps is comprised of 99 AmeriCorps members who complete vital environmental stewardship and capacity building activities. Team-based placements focus on recreational trail rehabilitation and construction as well as habitat restoration; individual placement members are engaged in host site specific objectives rooted in

community need, such as ecological monitoring, environmental education, community forestry projects, volunteer engagement, and expanding volunteer management practices in Maine. At the end of this program year, the AmeriCorps members will have been responsible for treating or constructing 200 miles of trail and providing capacity building services to 20 host sites. In addition, the AmeriCorps members will leverage 600 community volunteers who will gain skills and knowledge to perpetuate the stewardship efforts of members.

*The AmeriCorps investment of \$1,234,000 is matched with \$1,550,277, \$1,085,194 in public funding, and \$465,083 in private funding*

# Maine Service-to-Career Pathways Policy Academy

*Left to Right: Daniel Estes (Department of Labor), Kristine McCallister (Department of Energy Resources), Maureen Kendzierski (Volunteer Maine), Joan Dolan (Department of Labor), and Sean Keegan (Department of Labor)*



apprenticeships that prepare service members for immediate entry into registered apprenticeships in water and wastewater operations, labor, construction, forestry, and arboriculture. These pathways leverage existing MCC training and directly address workforce shortages, particularly in rural communities, with more than 60 service members eligible in the first year and plans to expand the opportunities to more than 100 members annually. The Academy also advanced emerging workforce partnerships in outdoor recreation and nonprofit management with service partners Maine Street Skowhegan and Ending Hunger Corps. Together, these efforts demonstrate how national service can be leveraged to build Maine's workforce pipeline, especially in rural and underserved communities, while maximizing existing public investments in training and service.

## Why Pre-Apprenticeships?

Volunteer Maine is dedicated to building a skilled workforce in Maine which is why we are examining ways that time dedicated to service can also fulfill pre-apprenticeship requirements. Pre-apprenticeships require hours of specialized training, a model that overlaps with service hour requirements for service programs. Certified pre-apprenticeships in Maine are linked with registered apprenticeships that provide pathways to a career that's in demand, with good pay, job security, opportunities for advancement, and meaningful work.

**90%**  
of apprentices  
who complete  
their program are  
still working with  
their employer  
after 1 year

**Average wage  
of apprentices  
who completed  
their programs  
during 2022**  
**\$27.44**

# SERVE MAINE.ORG

## A PROGRAM OF **VOLUNTEER MAINE**

LIST VOLUNTEER ROLES • ENGAGE COMMUNITY • TRACK HOURS

In 2025, Volunteer Maine launched a new statewide volunteer matching platform called Serve Maine. The platform allows for programs and agencies to promote and for volunteers to search for their preferred volunteer opportunities. Serve Maine is a free resource for organizations and volunteers and helps simplify volunteer engagement — allowing hours to be tracked, providing personalized volunteer opportunities, and a mobile app for convenience.

## Program and Event Supporters

The Commission appreciates the support from the following partners and sponsors:

Alumni TIES, U.S. Department of State

Maine Emergency Management Agency

America's Service Commissions

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Maine National Guard

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Bath Savings Bank

Portland Sea Dogs

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Maine Celtics

Martin's Point

Maine Association of Broadcasters

AARP

Maine Volunteer Foundation

Postal Workers Union of Maine

Service Year Alliance

Jennie and Chris Coyne Family Fund

National Governor's Association

Maine Department of Economic and Community Development

Paul Martin and Michelle Arnold

Maine Credit Union League

University of Maine Cooperative Extension



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***A Stronger Maine Through Volunteerism***

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