



Partner Organization Information



PUBLIC ALLIES
ARIZONA
Everyone Leads



AmeriCorps

Apprenticeship Program

Phoenix and Tucson

2025-2026 Program Year

Advancing new leadership to strengthen communities

ASU **Lodestar Center**
for Philanthropy and Nonprofit Innovation
Arizona State University

Lodestar Center for Philanthropy and Nonprofit Innovation
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Quick Guide

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Helpful Links

[Public Allies Arizona Site](#)

[Public Allies National Site](#)





What is Public Allies?

Public Allies is a national movement committed to advancing inclusive excellence by engaging and activating the skills and confidence of our emerging leaders. We help our Public Allies serve their communities and get on successful pathways to higher education and careers.

We are seeking to build lasting relationships with community partners that support talented, emerging leaders in our community by hosting these AmeriCorps members in 10-month, paid internship programs. Our partners play a crucial role by providing invaluable personal and professional development.



Proximate Leadership

Public Allies has been at the forefront of nurturing talents of **proximate leaders**—individuals with lived experiences directly related to the communities or issues they lead.

One thing that sets Allies apart is their understanding of the issues in their communities and their ability to use their knowledge and experience to increase the capacity of Partner Organizations. 79% of Partner Supervisors reported their Allies brought life experience(s) relevant to the issues or community their organization serves that resulted in improving or growing services.



10,000+

multi-generational, proximate-to-the-challenge leaders making change in their communities and beyond



72%

of Allies reside in the city in which they serve prior to enrollment



18%

of Allies serve at nonprofits where they previously participated in programming

What an Ally can do for your organization

Third-party evaluation and data shows that Allies leave a positive and lasting impact on Partner Organizations and the communities they serve by improving connections to communities and community health outcomes. See [HERE](#) for evaluation results. Allies build the capacity of your organization by engaging in outreach, technology use, volunteer, management, and program development. <https://tinyurl.com/pareport2024>

Outreach

- Develop outreach plan
- Make community presentations to improve beneficiary recruitment
- Revise existing program to reach additional populations through language access efforts
- Develop and pilot cultural competence training for staff

Program Development, Delivery, and Evaluation

- Develop or pilot a new program
- Assessment of programs
- Expansion of existing programs
- Improve or expand program materials
- Train staff to use new materials
- Engage community in program development
- Establish mechanism for constituents to give feedback on services
- Research evidence-based practices/model programs
- Establish/improve tracking of program outcomes
- Develop, pilot, revise performance management system
- Train staff on performance management system
- Develop mechanisms for communicating with current partners
- Establish mechanisms for referring constituents to other organizations if they have needs that org can't meet
- Increase number of new beneficiaries served

Technology Use

- Develop database (volunteer, client)
- Pilot or revise database
- Develop, pilot or revise internal or external knowledge management system
- Develop social media platforms or websites to promote volunteer opportunities and connect community partners to specific programs
- Pilot new technology tools
- Train staff on newly designed technology tools

Volunteer Management

- Train volunteers
- Establish partnerships for volunteer recruitment
- Create volunteer manual or curriculum
- Design system to track and manage volunteers
- Oversee volunteer service projects
- Organize reward celebrations for volunteer service
- Evaluate volunteer impact

86% of Partner Organization Supervisors reported their Allies built their organization's capacity, including in the following ways:

- 47%** reported an increase in the number of people served by their organization.
- 70%** reported improvement in the level and/or quality of services provided by their organization.
- 39%** reported their Ally or Allies started a new program/project at their organization.

AND BECAUSE OF THE CAPACITY GAINS, 83% of Partner Organization Supervisors stated their organization was better positioned to carry out their mission

Allies cannot displace a full-time employee, nor are they allowed to engage in lobbying, general fundraising/marketing, or influence legislation. Allies cannot devote more than 10% of their time to program-specific fundraising.

Ally Project Examples

Local Government

Engagement and Support Intern



- Coordinate and support events in the community to share resources and collect feedback for future projects
- Host listening sessions with local residents
- Create a client-relationship management tool to manage volunteers and community member information

State and National Parks

Program and Community Engagement Assistant

- Assess the existing suite of public programs and offer recommendations for future program topics and content
- Develop strategies for identifying and engaging new audiences with this programming
- Pilot and evaluate new public programs



Education Focus

Program and Community Engagement Assistant

- Develop local partnerships for student internship opportunities
- Pilot new college-readiness curriculum and provide feedback for future iterations
- Collect feedback from students and partners on effectiveness of the internship program
- Develop tracking system for student internships



Economic Opportunity Focus

Collective Impact Specialist

- Develop and implement ways to better reach opportunity youth and connect them to trusted adults and partners to help them achieve their academic and life goals
- Gather feedback from opportunity youth as to what supports they need to reenter the workforce



In 2024-2025 we piloted our first part-time Public Allies cohort, and it's been a tremendous success! We're bringing it back as a permanent fixture of Public Allies Arizona.



1700-hour program

- At least 32 hours per week of capacity-building work
- Well-suited for supporting complex or large-scale capacity-building initiatives
- Provides an opportunity for Allies to develop advanced skills, contributing to project success
- Facilitates increased and consistent Ally presence, enhancing project continuity

675-hour program

- At least 15 hours per week of capacity-building work
- Provides a focused approach for agencies launching or expanding smaller programs
- More cost-effective for hosting agencies, making it suitable for smaller nonprofits
- Greater flexibility for hosting agencies in adjusting project scopes and timelines

Both programs will aid your organization through:



Access to Emerging, Proximate Leaders:

- Your program gains access to a pool of emerging leaders who are committed to community engagement and leadership development.

Fresh Perspectives:

- Allies bring fresh perspectives into the organizations they work with. This infusion of new ideas and approaches can stimulate innovation and contribute to the overall growth and adaptability of your program.

Development:

- The Allies bring a range of skills and experiences from their foundational curriculum, including the 10+1 Leadership Actions. Your program can leverage their capabilities to address specific challenges and contribute to the overall success of your initiatives.

Coaching and Support:

- Both program options include bi-weekly coaching, providing additional support to Allies and ensuring their professional growth. This support structure can also benefit your program indirectly by having motivated and well-supported individuals contributing to your team.



The Benefits of a Public Allies Partnership

Capacity Building

Gain a part-time or full-time team member for 10 months to build your organization's capacity. See page 3 for more info.

Human Resources Management

Public Allies Arizona is an AmeriCorps program housed within the ASU Lodestar Center for Philanthropy and Nonprofit Innovation. All Allies are paid a stipend through ASU's payroll system. Your organization will be invoiced for the cost of the Ally's stipend, and that's it! We handle background checks, insurance, payroll tax, and W2s.

Program Support

You will be assigned a Public Allies staff Program Manager who works to support both you and your Ally. Program Managers meet with your agency's Ally supervisor a minimum of three times throughout the term, and we are always just a phone call away to support you and the management of your Ally.

Develop Future Community Leaders

We have a robust Asset-Based Community Development curriculum centered around capacity building. Allies use their work at your organization as the practicum element of their learning. Often, partners hire Allies after their term.

"I really think about our Public Allies as our community engagement workforce, there, with our team. Without a doubt, it's expanded my capacity to be able to be out and about in the community, to students from different communities."

"They helped me also to be a better version of myself. And when I say that, I mean hearing what they're learning and learning with them so I can be better for my community was certainly something that had stuck with me."

"I feel like we're doing community engagement by being a host site for Public Allies. But then, also, it feeds into our overall community engaged programming efforts as well. It's a lot of layers of really good stuff happening."



Requirements for Partnering Organizations

To be considered as a Partner Organization, your organization must meet the following criteria:

- Support the mission of Public Allies Arizona by making a commitment to developing, mentoring, and encouraging the growth of an emerging leader.
- Complete an application and participate in the interview, selection and matching processes.
- Be one of the following: 501(c)3; school; government agency; or 501(c)4 or 501(c)6 that does not engage in lobbying activities as defined under the Lobbying Disclosure Act of 1995.
- Have the ability to pay the partner's cost share. (See the next page.)
- Provide adequate office space (a desk and computer) and a position description with a clear, measurable service impact; position descriptions will be developed with a Public Allies staff member following the application submission.
- Designate one supervisor with whom an Ally would work with day-to-day and who would work closely with the Public Allies staff and attend scheduled meetings.
- Provide an adequate amount of capacity-building work for your Ally.
- Support an Ally in meeting graduation requirements and the goals outlined in the position description while providing quality mentor-mentee relationship with Ally.
- Participate in mandatory programmatic elements to include: 1) Time Logs, 2) Member Service Reflections, 3) Ally Impact meetings (minimum of two), 4) 360 Degree Assessment, and 5) End of Year Surveys & Assessments.
- Attend all Program Timeline events leading up to and during the program year as required.

Please note:

A review of position descriptions will be required with all Partner Organizations in order to best create capacity-building positions.

An application to the program does not guarantee that a match will be made or that an Ally will be placed at your organization. We strive to meet both the needs and the interests of the Ally and the Partner Organization when making the match to ensure the best fit possible for a successful internship.



Partner Financial Obligations

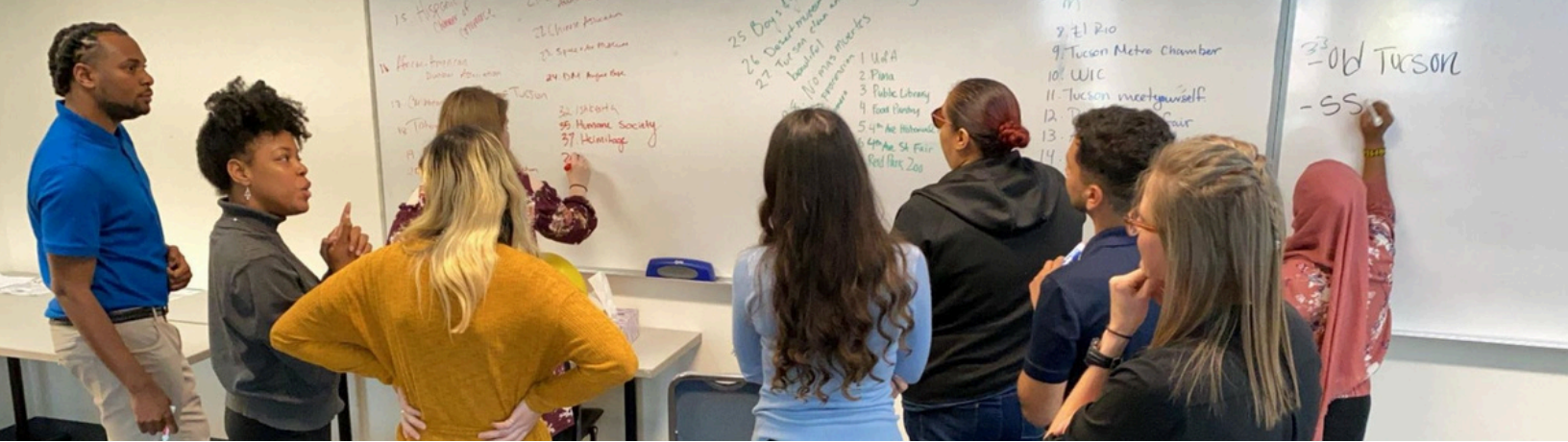
1st-Year, Full-time Ally (1700 hours)	2nd-Year, Full-time Ally (1700 hours)
\$23,000 + \$1,000 recruitment fee	\$24,000 + \$1,000 recruitment fee
1st-Year, Part-Time Ally (675 hours)	2nd-Year, Part-Time Ally (675 hours)
\$9,133 + \$1,000 recruitment fee	\$10,719 + \$1,000 recruitment fee



The recruitment fee is waived if you recruit your own Ally.

Fifty percent of the Partnering Organization's fee plus 100% of the recruitment fee is due on or before 10/1/25 in separate payments. The ASU Lodestar Center/Public Allies Arizona will set up a payment portal for each of the payments if you prefer to pay with a credit card online as opposed to issuing a check. There is a 2.5% service charge for credit card payments. The choice is yours, as long as the payment is made in a timely manner.

The remaining 50% of the Partnering Organization's fee is due on or before 1/31/26.



Recruitment

The Public Allies staff devote many months to recruiting community-minded candidates that want to make positive change for their communities. We recruit from local organizations, neighborhoods, colleges, and universities throughout the area.

Selection

Applicants are interviewed individually to gauge their level of commitment to a year of service. Committed candidates attend a secondary group interview prior to meeting you. During the group interview, staff observe the candidates' abilities to work in a group atmosphere.

Matching

Once candidates have cleared the third level of screening, you have the opportunity to meet with all finalists at the in-person Matching Fair. Partner agencies will interview finalists and then share their preferences with PAAZ. The candidates rank their preferred projects and placements as well. Public Allies staff then make matches to ensure that each agency is matched with the best candidate for their organization, and the Ally is placed into service that will be beneficial to their personal and professional development.



Ally Benefits

- 
• **Living stipend of \$23,000 for 10 months (full-time) or \$9,131 (part-time)**
- 
• **Segal AmeriCorps Education Award of \$7,395 (full-time) or \$2,817.14 (part-time service)**
- 
• **Bi-weekly coaching from a Public Allies Program Manager**
- 
• **Support from a cohort of learners and access to the Public Allies network**
- 
• **Healthcare including vision and dental for full-time members**
- 
• **Childcare reimbursement (if eligible)**
- 
• **Student loan deferment**
- 
• **Leadership and professional development training**
- 
• **Lifetime Leadership for Education Equity membership**
- 
• **Access to the Member Assistance Program**



“Your program helped me find myself and at 35, it is the best gift anyone has given me. Thank you, Public Allies.”

“Public Allies has been an amazing experience. I have become the leader that I never knew I was. I am confident in myself and I am able to put my confidence in the people that I work with.”

“Words can't describe what [Public Allies] has meant to me! I can see that I have grown in so many ways and I've made lasting connections!

I'm proud to say I will be staying on as a full-time employee at my partner organization! I truly got what I needed from this experience.”

Prohibited Activities



AmeriCorps

Public Allies/AmeriCorps members may not engage in the following activities directly—or indirectly by recruiting, training, or managing others—for the primary purpose of engaging in one of the activities listed below. While on the clock, Allies cannot be trained in activities that they are prohibited to engage in as national service members. Individuals may exercise their rights as private citizens and may participate in the activities listed below on their initiative, on non-AmeriCorps/Public Allies time, and using non-Corporation funds, but individuals should not wear the AmeriCorps logo while doing so.



1. Attempting to influence legislation, including but not limited to lobbying for your program or state or local ballot initiatives or organizing a letter-writing campaign to Congress.
2. Organizing or participating in protests, petitions, boycotts, or strikes.
3. Assisting, promoting, or deterring union organizing.
4. Conducting or assisting with a voter registration drive.
5. Impairing existing contracts for services or collective bargaining agreements.
6. Engaging in partisan political activities, or other activities designed to influence the outcome of an election to any public office.
7. Participating in, or endorsing, events or activities that are likely to include advocacy for or against political parties, political platforms, political candidates, proposed legislation, or elected officials.
8. Engaging in religious instruction, conducting worship services, providing instruction as part of a program that includes mandatory religious or worship, constructing, maintaining, or operating facilities devoted to religious instruction or worship, or engaging in any form of religious proselytization.
9. Providing abortion services or making referrals for such services.
10. Providing a direct benefit to:
 - a. A business organized for profit, or a nonprofit organization that fails to comply with the restrictions contained in section 501(c)(3) of the IRS code of 1986
 - b. A labor union
 - c. A partisan political organization
 - d. An organization engaged in the religious activities described above
11. Certain types of fundraising (see guidelines on next page).

Prohibited Activities



AmeriCorps

EXAMPLES OF INDIRECT PROHIBITED ACTIVITIES

- An Ally develops community partnerships to garner volunteers for a nonprofit's annual silent auction that benefits general operations.
- An Ally does research for someone who is lobbying to change a law.
- The Ally recruits volunteers who will advocate for a policy change.
- An Ally's volunteer committee decides to launch a greening campaign to help bolster for-profit businesses.
- The Ally writes curriculum materials for the primary use of training others in how to run a voter registration drive.

MARKETING ACTIVITIES IN ALLY POSITIONS

- AmeriCorps members may seek to build a nonprofit's capacity through marketing, public relations, and social media promotion efforts so long as those efforts are in support of specific programs and services offered by the nonprofit organization.
- Engaging in marketing and promotions for the purpose of promoting the organization-wide brand or general operations is not allowable.

Examples of allowable activities:

- Promoting a particular program for a nonprofit.
- Handing out flyers for an allowable event that the AmeriCorps worker is planning.
- Translating and programming the Spanish language version of a nonprofit's website in order to reach a new population.
- Programming and maintaining the section of a nonprofit's website that is dedicated to the particular program an Ally is working on.

Examples of non-allowable activities:

- Developing a social media page for the purpose of promoting an organization's brand.
- Designing a new logo for a nonprofit that will be used to promote the organization in general.
- Creating or maintaining the general website of a nonprofit.

FUNDRAISING GUIDELINES

- A Member cannot assist Public Allies or the Partner Organization with major fundraising efforts such as proposal writing, financial campaigns, endowment drives, solicitation of gifts and bequest, or similar activities designed for the sole purpose of raising general operating capital.
- However, a Member is permitted to raise resources for a project that the Member is working on that provides immediate and direct support to a specific and direct service activity.
- Under no circumstances can a Member assist with the preparation or submission of any federal grants
- A Member cannot raise funds to support the cost of the Member's position.
- Furthermore, the Member may not spend more than 10% of the Member's total hours on approved fundraising activities.
- Any fundraising activities must be discussed with and pre-approved by the staff the Local Site has determined to do so.



Steps to Host an Ally

1

Submit the application by July 15.

JUL

2

Work with a PAAZ staff member to create a position description for your Ally by July 31.

JUL

3

Send the documents listed here to thaiduk@asu.edu by August 8.

AUG

4

Interview Allies at the Matching Fair on September 5 in Phoenix or September 12 in Tucson. (You will also have three business days following the fair to conduct virtual follow-up interviews.)

SEP

5

Attend the Partner Orientation on September 24 in Phoenix or September 26 in Tucson. Ally supervisors sign policies and procedures sent via AdobeSign.

SEP

6

Sign the partner agreement sent via AdobeSign. Pay the 1st half of the partner cost share + the recruitment fee in October.

OCT

2025-2026 Program Calendar



July 15 Partner Application Deadline
July 31 Position Descriptions Due
August 8 Supporting Documents Due
September 5 Phoenix Matching Fair
September 12 Tucson Matching Fair
September 24 Phoenix Partner Orientation
September 26 Tucson Partner Orientation

October 1 Paperwork Day
October 3 & 4 Ally Core Training Overnight Retreat
October 6 First Day at Placement
October 15 Due: Time Logs
October 24 Day of Service and CSD
October 31 DUE: Time Logs and MSRs

November 7 CSD for 1700-Allies only
November 15 Due: Time Logs
November 21 CSD
November 30 DUE: Time Logs and MSRs

December 5 CSD
December 12 CSD for 1700-Allies only
December 15 DUE: Time Logs
December 31 DUE: Time Logs and MSRs

January 9 CSD
January 15 DUE: Time Logs
January 19 Day of Service: MLK Day
January 23 CSD for 1700-hour Allies only
January 31 DUE: Time Logs and MSRs

February 6 CSD for 1700-hour Allies only
February 15 DUE: Time Logs
February 20 CSD
February 28 DUE: Time Logs and MSRs

March 13 Mid-Year CSD for 1700-hour Allies only
March 14 Cactus Cup: Tucson
March 15 Due: Time Logs
March 27 CSD and Day of Service
March 31 DUE: Time Logs and MSRs

April 10 CSD for 1700-hour Allies only
April 15 DUE: Time Logs
April 24 CSD
April 25 Day of Service: Global Youth Service Day
April 30 DUE: Time Logs and MSRs

May 8 CSD for 1700-hour Allies only
May 15 DUE: Time Logs
May 22 CSD
May 31 DUE: Time Logs and MSRs

June 5 CSD for 1700-hour Allies only
June 15 DUE: Time Logs
June 19 CSD & Presentations of Impact
June 20 EOY Retreat
June 30 DUE: Time Logs and MSRs

July 10 CSD
July 15 DUE: Time Logs
DUE: Member Exit Form
DUE: EOY Ally Survey
July 17 Phoenix Graduation
July 24 Tucson Graduation
July 31 Official Program End Date
DUE: Time Logs & MSRs

CSD = Community Space Day; Allies' attendance required
MSR = Monthly Service Report; Allies complete and supervisors review and approve

