

## PART I - FACE SHEET

<b>APPLICATION FOR FEDERAL ASSISTANCE</b>		1. TYPE OF SUBMISSION: Application <input checked="" type="checkbox"/> Non-Construction
Modified Standard Form 424 (Rev.02/07 to conform to the Corporation's eGrants System)		
2a. DATE SUBMITTED TO CORPORATION FOR NATIONAL AND COMMUNITY SERVICE (CNCS):	3. DATE RECEIVED BY STATE:  23-NOV-10	STATE APPLICATION IDENTIFIER:
2b. APPLICATION ID:  11AC123492	4. DATE RECEIVED BY FEDERAL AGENCY:	FEDERAL IDENTIFIER:  09ACHNY0010006
<b>5. APPLICATION INFORMATION</b>		
LEGAL NAME: Student Conservation Association, Inc.  DUNS NUMBER: 040245227		NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes):
ADDRESS (give street address, city, state, zip code and county): P.O. Box 550 689 River Road Charlestown NH 03603 - 4171 County: Sullivan		NAME: Kathy Baugh-Schmidt  TELEPHONE NUMBER: (845) 255-4758 101  FAX NUMBER: (845) 255-6987  INTERNET E-MAIL ADDRESS: kschmidt@thesca.org
6. EMPLOYER IDENTIFICATION NUMBER (EIN):  910880684		7. TYPE OF APPLICANT: 7a. Non-Profit  7b. Service/Civic Organization National Non-Profit (Multi-State)
8. TYPE OF APPLICATION (Check appropriate box).  <input type="checkbox"/> NEW <input type="checkbox"/> NEW/PREVIOUS GRANTEE <input checked="" type="checkbox"/> CONTINUATION <input type="checkbox"/> AMENDMENT If Amendment, enter appropriate letter(s) in box(es): <input type="text"/> <input type="text"/>  A. AUGMENTATION        B. BUDGET REVISION  C. NO COST EXTENSION    D. OTHER (specify below):		9. NAME OF FEDERAL AGENCY: <b>Corporation for National and Community Service</b>
10a. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER:94.006 10b. TITLE: AmeriCorps State		11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT: SCA New York AmeriCorps
12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc):  Hamilton Franklin Essex		11.b. CNCS PROGRAM INITIATIVE (IF ANY):
13. PROPOSED PROJECT: START DATE: 10/01/11      END DATE: 12/31/12		14. CONGRESSIONAL DISTRICT OF: a.Applicant <input type="text" value="NH 002"/> b.Program <input type="text" value="NY 022"/>
15. ESTIMATED FUNDING: Year #: <input type="text" value="2"/>		16. IS APPLICATION SUBJECT TO REVIEW BY STATE EXECUTIVE ORDER 12372 PROCESS?  <input type="checkbox"/> YES. THIS PREAPPLICATION/APPLICATION WAS MADE AVAILABLE TO THE STATE EXECUTIVE ORDER 12372 PROCESS FOR REVIEW ON:  DATE:  <input checked="" type="checkbox"/> NO. PROGRAM IS NOT COVERED BY E.O. 12372
a. FEDERAL	\$ 518,922.00	17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT?  <input type="checkbox"/> YES if "Yes," attach an explanation. <input checked="" type="checkbox"/> NO
b. APPLICANT	\$ 652,407.00	
c. STATE	\$ 0.00	
d. LOCAL	\$ 0.00	
e. OTHER	\$ 0.00	
f. PROGRAM INCOME	\$ 0.00	
g. TOTAL	\$ 1,171,329.00	
18. TO THE BEST OF MY KNOWLEDGE AND BELIEF, ALL DATA IN THIS APPLICATION/PREAPPLICATION ARE TRUE AND CORRECT, THE DOCUMENT HAS BEEN DULY AUTHORIZED BY THE GOVERNING BODY OF THE APPLICANT AND THE APPLICANT WILL COMPLY WITH THE ATTACHED ASSURANCES IF THE ASSISTANCE IS AWARDED.		
a. TYPED NAME OF AUTHORIZED REPRESENTATIVE:  Kathy Baugh-Schmidt	b. TITLE:  Program Director	c. TELEPHONE NUMBER:  (845) 255-4758 101
d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:		e. DATE SIGNED:  05/13/11

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### Executive Summary

SCA-NY AmeriCorps will recruit Americorps members who will serve throughout the Hudson Valley and the Adirondack State Park for both full and part time terms of service. In 2011-2012, these members will instill an ethic of stewardship in thousands of students and will improve the quality of and access to NY public lands for the benefit of millions of visitors. The members in the Adirondacks will serve a part time term in the Adirondacks from May to October and will create or improve access to trails and wilderness lands. In the Hudson Valley members will serve half time and full time terms at a variety of state, county and non profit agencies providing a myriad of environmental education and stewardship roles including trail work, biodiversity research and monitoring, GIS mapping, invasives management, promotion of sustainable practices etc.

### Rationale and Approach

Compelling Community Need:

The Student Conservation Association (SCA) is the nation's leading provider of conservation service opportunities, outdoor education and leadership training for youth. SCA's mission is to build the next generation of conservation leaders and inspire lifelong stewardship of our environment and communities by engaging young people in hands-on service to the land. SCA has been running a successful dual site (Hudson Valley and Adirondack) NYS AmeriCorps program spanning a 300 mile corridor from the lower Hudson Valley region to the Adirondack Park for the past 10 years. The program has been meeting critical environmental needs in the region which would simply not be possible without the program.

Preservation of New York's natural, recreational and cultural resources, along with education of the next generation of conservation stewards have been identified as top priorities at both the state and local levels. The protection of the Adirondack Park and the revival of the Hudson River are critical to the environmental and economic health of New York.

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For more than a decade the SCA Adirondack Program has served the Adirondack region providing conservation stewardship work within the boundaries of the 6 million acre Adirondack Forest Preserve. This is a significant task due to the lack of other organizations performing this type of service within this vast area of highly used public land, and also because the New York State Department of Environmental Conservation (DEC), the main agency charged with the stewardship of the land and its cultural heritage has faced tremendous personnel reductions in recent years due to the state's fiscal crisis. Without the SCA Adirondack Program, the public lands that serve as the economic backbone to this region and its communities would likely face a very dire situation.

The issues that face the Hudson Valley are particularly complex and diverse because it is such a densely populated area. The following excerpt by Thomas A. Birkland taken from the 2004 Albany Law Environmental Outlook Journal aptly describes the paradox of the Hudson River Valley and its surrounding communities: "The Hudson River and its valley can be alternatively viewed as one of America's greatest environmental success stories, or as one of the most threatened rivers in the nation. Evidence exists to support both viewpoints. Since the 1960s, water quality in the river has improved because of local and national environmental activism. This has led to the adoption of legislation and regulation, which has improved some of the most vexing environmental problems. At the same time, the Hudson Valley is subject to remarkable environmental pressures due to economic growth, continued suburbanization, and increased demands for industrial products traditionally produced in the Hudson Valley. Development in the Hudson Valley may threaten many of the qualities that make it such an important regional and national asset, including its fisheries, historic sites, scenic vistas, and the developing tourism industry that depends on these features." As of 2009, according to the department of commerce, NYC has been and remains the top port of commerce in the United States. This ongoing factor alone defines the significance and complexity of the region.

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The Hudson Valley is also particularly vulnerable to climate change because the Hudson River is an estuary. "The Hudson's original name, Muhheakantuck, means "waters in constant motion," highlighting the fact that the waterway is more than a river, it's a tidal estuary, an arm of the sea where salty meets fresh, and where the waters rise and fall with the rhythm of the ocean. This unique natural feature is both a blessing and a curse: while estuaries are among the most productive places on Earth, they are also extremely vulnerable to the impacts of climate change. The future Hudson Valley climate will likely be warmer, wetter and wilder. Indeed, scientists predict the area could experience up to 3 feet of sea level rise by 2100, and when this increase is considered alongside increased storm surges from tidal influences, the threat to the landscape becomes very, very real." (The Nature Conservancy's Rising Waters, 2009). Currently, the DEC's Estuary program reports that in the last 30 years, the average temperature in NY has risen 2 degrees, the average winter temperature has risen 5 degrees and the average bloom dates are 4 to 8 days earlier in the spring. They also report that the sea level in the NY Harbor has risen 15 inches since 1850.

For the past 10 years SCA's Hudson Valley program has been working on a variety of fronts to assist in the ongoing battle to preserve the resources of the Hudson Valley. This has been done through environmental education, environmental stewardship and a unique program model that promotes networking and community building which are cornerstones to sustainability. SCA's partner agencies have embraced the philosophy of the program and the service of SCA members to complete much needed conservation service in the Hudson Valley and Adirondack Park as is evidenced in the following quotes: "SCA members who served in the Hudson Valley have contributed significantly to helping area residents learn more about their natural resources and the issues facing the river," said DEC Commissioner Pete Grannis. "As we approach the 400th anniversary of Henry Hudson's journey up the river that bears his name, we celebrate the role the Hudson River has played in the history of the state and the positive changes we have made in its restoration. The State's partnership with the SCA has

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proven to be an excellent way for students, residents and visitors to appreciate this national treasure."

\*\*\* "The members of the SCA represent the next generation of stewards of our state and nation's great natural resources," said OPRHP Commissioner Carol Ash. "We at State Parks are very thankful for the service of these young men and women. Their contributions are vital to the success of what is widely recognized as the most wonderful state park system in the nation. Members leave the program with valuable skills and a network of resources that will help them embark on successful careers in conservation - including several who've pursued careers in New York State Parks. But even more importantly, this unique experience instills an ethic of conservation and inspiration for these young men and women to provide a lifelong stewardship of our environment."

(October 10, 2008 DEC Press Release <http://www.dec.ny.gov/press/47878.html>)

SCA has been honored with the consistent support of the governor's office to implement the AmeriCorps program in partnership with the state resource agencies in order to serve the environmental needs of New York State residents, help strengthen its communities by supporting effective public and private sector partnerships, and to assist with both new and on-going conservation initiatives throughout the Adirondack and Hudson Valley regions. The state resource agencies have partnered with SCA precisely because of the energy and unique impact that SCA AmeriCorps programs provide for these on-going priorities. Through hands-on conservation service projects and outreach into public school classrooms, after-school programs and community organizations, SCA helps to meet the need for greater stewardship of the Adirondacks, the Hudson River and their surrounding communities.

### Description of Activities and Member Roles:

The SCA proposes to retain and expand upon its current service model to utilize its resources to the fullest potential in order to meet compelling environmental needs throughout the Hudson Valley, Catskill and Adirondack regions. In 08/09 the SCA NY AmeriCorps program partnered with the New

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York State Office of Parks, Recreation and Historic Preservation (OPRHP), the New York State DEC, The Fresh Air Fund, Clearwater, The Nature Conservancy, NYNJ Trail Conference and Scenic Hudson to meet these needs. In 10/11, the program proposes to continue with the same dual site model, with an expansion of the number of MSYs and the number of non-profit partners.

The Adirondack Corps is a residential youth corps that is housed at the DEC's William C. Whitney Wilderness Area. For the past 3 years, the program has supported 10-5 month members (5 MSYs) who have worked in maintaining, restoring and building much of the Adirondack trail system. DEC, SCA's partner in the Adirondacks, has requested an expansion of this program to have an even greater positive impact in the park. In the coming year, SCA proposes that the Adirondack Program will expand its numbers from ten members to twenty, or 10 MSYs. With this expansion will come more boots on the ground to provide the stewardship work that is so vital within the forest preserve. More hands equals more cultural resources protected and impacted lands rehabilitated. Expansion would also allow for increased recruitment within local communities. The Adirondack region is losing its young people due to lack of employment opportunities, and the SCA Adirondack Program is a means for that population to stay, through skill development and training, service to their communities, and provide them with exposure to possible employment opportunities within the area.

The Hudson Valley program is operated out of an office in New Paltz, NY. It is comprised of individual members serving at a variety of host sites throughout the region who meet regularly, attend trainings, work on service projects and celebrate successes together thereby creating a widespread Corps community. For the past 3 years, the program has supported 22 MSYs, serving both FT and HT terms of service. In 08/09, the program gained an additional 24 MSYs through the ARRA funding, which allowed the program to re-establish partnerships with key non-profit agencies in the region. In 10/11, SCA proposes to support 22 FT members and 16 HT members for a total of 30 MSYs. This would allow

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the program to maintain its current level of programming while also supporting a wider variety of environmental organizations, particularly non-profit organizations.

In total, the SCA NY AmeriCorps program is proposing to field 40 MSYs throughout the Hudson Valley and the Adirondacks. The combination of these two corps models will enable SCA to effectively facilitate a broad spectrum of service to both regions, operating as distinct sites yet capable of joint initiatives.

The SCA New York AmeriCorps program will provide conservation service and environmental education and outreach in a geographically diverse and extensive region of the state, including rural, suburban and urban areas. The service of SCA members will be performed in a vast array of communities including some areas that are economically disadvantaged. In total, SCA will serve in more than 34 New York counties including: Hamilton, Franklin, Essex, St. Lawrence, Clinton, Herkimer, Fulton, Warren, Washington, Schoharie, Montgomery, Otsego, Saratoga, Albany, Schenectady, Greene, Rensselaer, Columbia, Sullivan, Delaware, Ulster, Dutchess, Putnam, Westchester, Orange, Rockland, Bronx, Manhattan, Staten Island, Brooklyn, Queens, Nassau, and Suffolk. Furthermore, several of the SCA positions will serve on projects that will impact communities in virtually every county of the state. For example, the water quality protection efforts of SCA members at the Environmental Management Bureau of OPRHP over the past 3 years have benefitted every state park and historic site in the state.

Service activities are designed to promote an awareness and understanding of conservation issues and needs in young people, to assist natural resource managers with critical natural resource protection efforts and to foster an ethic of conservation stewardship among the residents and visitors of New York public lands. Some examples of service activities include: interpretive programs at natural resource and cultural heritage sites; conservation education programs; educational and outdoor recreational activities for the public; watershed conservation, education and water quality monitoring of area watersheds in

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conjunction with local school groups and community volunteers; historic preservation, including facility, landscape and garden restoration; backcountry trail structure construction and maintenance, including bridges, lean-tos, boardwalks, fire towers, and erosion control projects; natural and recreational resource mapping and creation of interpretive guides; trail usage surveys (reporting on travel patterns, number of people, group sizes); public outreach and education about natural and cultural resources; natural resource inventories, biological surveys and related protection efforts; endangered species management planning and field work; development and support of "friends" groups and volunteer recruitment; and development of leadership skills through tutoring and mentoring of students. Additionally, all Hudson Valley SCA members participate in Corps-wide events including the AmeriCorps Kick-off in Albany, CNCS National Day of Service in honor of the Dr. Martin Luther King, Jr., a celebration of Earth Day and National Trails Day projects. Each event is designed to focus on the specific needs of the communities where SCA members live and serve. SCA members take on key leadership roles through these events and are responsible for the design and implementation of each activity with the guidance and support of SCA program staff.

From beginning to end, SCA staff will work to assure that members receive a quality internship while also assuring that all of the above goals are met. When host sites submit their initial application, the position descriptions are reviewed by the Program Director to assure that all member roles are distinct from staff or volunteer roles and that adequate resources and supervision will be provided for the member(s). Once in the field, SCA provides an extensive orientation, ongoing trainings and support, and conducts quality assurance reviews (site visits and evaluations) to assure that objectives are being met (training details provided in Member Outputs and Outcomes).

Through hands-on conservation service projects and outreach into public school classrooms, after-school programs and community organizations, SCA can help provide greater stewardship of these



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critical regions by educating yet another generation of environmental stewards. SCA members will also strengthen communities by recruiting volunteers for service learning projects and public outreach events. In the past 2 years, the program has recruited 2,818 volunteers who have served 13,184 hours.

SCA members will be placed at partner agency sites where they will work alongside conservation professionals to implement critical resource management projects and interpretive programs. SCA will recruit candidates from across America to serve as AmeriCorps members in conservation service at schools, state parks, historic sites, DEC visitor and environmental education centers and in local communities of the region. The SCA New York AmeriCorps program's mission is to complete critical hands-on environmental conservation and historic preservation service projects, while engaging community residents, especially young people, to become active and educated conservation stewards. By setting an example for others through their commitment to service, SCA members will leave a legacy of accomplishments and help to foster an ethic of stewardship and civic engagement in generations to come.

### Measurable Outputs and Outcomes:

The SCA New York AmeriCorps program proposes to participate in the National Performance Measures Pilot. The program will focus on the clean energy/environment priority area through providing environmental education to students and youth, conducting environmental stewardship projects and recruiting volunteers to assist with those projects and other program events. The program will provide environmental education to over 15,000 students and youth under 25 in NYS in the 10/11 program year. This education will encompass environmental awareness, resource protection, energy efficient strategies or alternatives, sustainable agriculture and environmentally conscious practices. A new partner that SCA is working with in 09/10 and will continue to work with in 10/11 is the Women's Studio Workshop. The member placed at their site will be working on their sustainable paper making farm. Another new

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partner in 09/10 and 10/11 is the Vassar Community Farm Project which is a model sustainable farm used for educational purposes. The intermediate result of this work will be captured through participant surveys. Of those surveyed, over 90% will report having gained knowledge related to conservation, land stewardship, clean energy and sustainable practices. The long term impact the program expects to achieve is to heighten environmental awareness and create the next generation of conservation stewards. The program will clean or improve over 500 acres of public lands; and will clean, improve and create over 200 miles of trail. Intermediate results will be captured through site manager surveys. Of site managers surveyed, over 90% will report satisfaction with the quality of work performed. The long-term impact the program expects to achieve is increased access to designated environmental access areas, and the protection of vulnerable areas, plants and animals.

In the Adirondack program, field data will be collected during a hitch by a designated "crew leader". This position, which rotates throughout the crew from hitch to hitch allows for one person to oversee a project and collect data for project reports. This allows for more accuracy when reporting. Each crew leader prints out paperwork before each hitch, including a form where they can enter tangible data such as linear feet of trail worked on, number of structures built or maintained, number of volunteers or agency partners worked with, amongst other categories. This sheet also logs member hours spent on specific tasks associated with a project. After a hitch, the crew leader will give this paperwork to the Program Coordinator who will review it and include the data in the annual report which they will submit to the Program Director to be used to complete the quarterly reports. In the Hudson Valley program, members will submit a monthly report about their activities. The Program Director will review those reports and enter the quantifiable data into an excel spreadsheet which will be used to complete the quarterly reports.

Plan for Self-Assessment and Improvement:

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Assessing the effectiveness of the program and making necessary changes for improvement are high priorities for SCA NY AmeriCorps. In addition to the quarterly progress reports for the Corporation, SCA also provides more in- depth reports for its State partners, OPRHP and DEC. These reports will serve as periodic assessments of the program's success. The program will also collect feedback through Site Visits, Mid Term Evaluations and Exit Evaluations. At the end of the service year, this feedback is aggregated into a report and is used as a tool to plan out the next year. It is also shared at the initial Site Supervisor meeting as a spring board for discussion about programmatic changes. Additionally, the Program staff meets at the end of the year to discuss their impressions of the program's strengths and weaknesses and to brainstorm potential improvements that can be implemented in the coming year(s). Members and partners will also be solicited for feedback informally on a regular and frequent basis throughout the program year. Continually monitoring the program's success, combined with a program-wide commitment to constant improvement, will be the best guarantee that the program is able to continue to meet the needs of the communities it serves.

### Community Involvement:

SCA will work in conjunction with the state resource agencies and area environmental non-profit agencies, to identify and select priority areas of concern within these regions of the state. The service of SCA AmeriCorps members will be directed toward specific DEC sites in the Adirondack Park, as well as in a select group of state parks, historic sites and DEC protected lands that have been designated by the agencies, in accordance with the Adirondack Park Unit Management Plans, Hudson River Estuary Management Plan, Hudson River Valley National Heritage Area Management Plan and the Quality Communities initiatives. SCA members will help state resource agencies' staff to address critical conservation needs at those sites, along with the other priority areas including public education and outreach. In the Adirondacks, a plan is created with the DEC for all stewardship projects to be conducted during the service term. In 08/09, the DEC prioritized the construction of new and the

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maintenance of old Universally Accessible trails. In the Hudson Valley, the state partners identify which sites/positions will be awarded an AmeriCorps member. SCA reports from the previous year are considered in making those decisions. Each Host Site Supervisor will submit a Host Site Application on an annual basis which outlines the position description for each member. SCA staff review those descriptions to assure that they are in line with the mission of the program, will provide substantial development opportunity for the members and that they do not duplicate existing staff positions. Over the past 2 years, the DEC has been progressively prioritizing the After School Conservation Club which targets inner city communities and communities that have been affected by environmental injustices. Administrative staff from all partnering agencies work closely with the SCA New York AmeriCorps' Program Director to determine the level of need, the focus of service to be provided and to address any service quality issues.

Relationship to other National and Community Service Programs:

SCA maintains a strong commitment to collaboration with other national service programs. SCA is an active member of the National Association of Service and Conservation. SCA NY AmeriCorps will continue to collaborate with other Corporation-supported programs. In 07/08, the program was an active participant in the National Service Inclusion Project. In addition to attending meetings and events, the program hosted the first service projects conducted through that project. In 08/09 and 09/10, the program collaborated with Ramapo Volunteers by including their youth in member led service projects and events. The programs have shared best practices and consulted when challenges or opportunities arise and will continue to do so. Internally, SCA also has AmeriCorps National members working throughout the state. SCA NY AmeriCorps consistently reaches out to those members and includes them, where applicable, in Corps wide trainings and events. Additionally, SCA NY AmeriCorps works closely with SCA AmeriCorps programs in New Hampshire and Massachusetts.

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### Potential for Replication:

The proposed program structure is both strong and versatile, and has the potential to be replicated or expanded to many other areas of the state. The Adirondack residential corps model is one of many successful residential corps programs in SCA and could easily be replicated in other locations in NYS. The three similar SCA AmeriCorps programs (Massachusetts, New Hampshire, and New York) are a good example of the ability to replicate the program model. The Massachusetts program is in fact a replication of the original SCA AmeriCorps program in New Hampshire. Over a decade ago, Barnstable County used the SCA Massachusetts model to create a residential, environmentally focused AmeriCorps program on Cape Cod, demonstrating how the program model can be replicated outside of SCA. In 2009, SCA used the successful residential AmeriCorps model based in the northeast to create a new residential AmeriCorps program in Idaho. That program is gearing up to begin their third year of service. Assuming available suitable housing for the residential program and interested partners, the same model could be successfully replicated in other locations.

The Hudson Valley model was in fact fashioned after the Youth Resource and Development AmeriCorps program that previously operated out of Dutchess County NY. While the Hudson Valley model is a unique model for SCA, through its diverse history, it has clearly demonstrated its ability to meet a wide variety of needs. This has been evidenced by the wide variety of partners and positions that have thrived through their involvement with the SCA Hudson Valley program. In 08/09, the program supported a Public Relations position through OPRHP which focused on the development of support and momentum for the grand opening of NY State's newest State Park, the Walkway over the Hudson. This position was distinctly different than the traditional Environmental Education and Environmental Stewardship positions that the program typically supports, but was related in focus, and benefitted from the network of environmental programs involved with the Hudson Valley Corps. The Corps, in turn, equally benefitted from their involvement with this exciting and historical event.

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### Organizational Capability

Sound Organizational Structure:

Founded in 1957, the SCA has been providing conservation service learning to young people throughout the nation for more than 52 years. The organization was formed out of the vision of an amazing young woman by the name of Elizabeth Cushman Titus Putnam.

In her senior thesis at Vassar College in 1955, Elizabeth Cushman Titus Putnam conceived of a program that would be a modern day version of the 1930's Civilian Conservation Corps (CCC). Having recognized the growing crisis in our national parks, her thesis proposed matching student volunteers with conservation projects that would be beneficial to both students and the environment. With the help of family, friends and mentors, her idea was fulfilled in 1957 with the launching of the Student Conservation Association (SCA).

Today, SCA is the largest and oldest conservation service organization in America. Over 4,100 SCA interns, members and volunteers provide more than 2 million hours of service annually at over 450 sites throughout the US. Over 60,000 alumni around the world continue to practice the environmental ethics and values they first encountered through SCA. SCA has ongoing agreements with dozens of federal, state, and non-governmental organizations, including the National Park Service, US Forest Service, Bureau of Land Management, US Fish and Wildlife Service, and the US Army and Navy. SCA has been publicly recognized by, among others, the White House, the US Department of the Interior, the National Park Service, and The Wilderness Society for its achievements in conservation and youth development. SCA has regional offices around the country and has programming in all 50 states of the nation. SCA has clearly demonstrated that we can effectively develop and powerfully administer an AmeriCorps program, with the proper supervision, monitoring and financial controls, to the highest standards. SCA's mission is to create the next generation of conservation stewards. Partnership with,

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and funding from, AmeriCorps enables SCA to continue striving toward the achievement of that mission.

SCA NY AmeriCorps represents a unique service niche within SCA, with long-term support from AmeriCorps. SCA NY AmeriCorps is currently in its 11th year of AmeriCorps collaboration, and SCA has continued to successfully implement two other AmeriCorps-funded programs in the Northeast: in New Hampshire for 15 years and in Massachusetts for 13 years. In 2009, SCA started a new AmeriCorps program in Idaho. SCA also manages AmeriCorps Education Award Only programs for 1,358 Conservation Interns serving throughout the country. AmeriCorps support has been, and continues to be, instrumental in strengthening SCA's and partner organizations' abilities to emphasize youth development and service in programming.

### Service Sites:

SCA NY AmeriCorps operates two service sites, the Hudson Valley site and the Adirondack site. The Hudson Valley site places its members at a variety of State, County and non-profit sites throughout the region, from NYC to the Adirondacks. The Adirondack site maintains its base at one central location but provides service throughout the Adirondack Park. SCA NY AmeriCorps has been operating and overseeing this model for 10 years. The program is proposing to retain this model, but to expand its reach and partnership base.

In 2011 a full-time Program Director, two full-time Program Coordinators and seasonal Program Coordinator and two Project Leaders will lead the SCA New York AmeriCorps members in the Hudson Valley and the Adirondacks.

The Hudson Valley corps will place individual members at host sites throughout the Hudson Valley

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region and surrounding areas including the Catskills, New York City and Long Island. Members will be placed at individual partner agency sites, including the NYS DEC, The Fresh Air Fund, Clearwater, Scenic Hudson, NYNJ Trail Conference, The Nature Conservancy and a variety of other area non-profit organizations. At the sites, SCA members will be under the professional guidance and supervision of partner agency personnel. Each AmeriCorps position has a specific role at the agency sites, as detailed in the Service Descriptions for each member. The roles and projects for the members are developed by the Host Agencies in conjunction with SCA staff, in accordance with agency priorities related to the protection of the Hudson River and surrounding region. SCA members will implement public outreach and education, as well as natural resource protection efforts. SCA staff will meet regularly with both the members and host site supervisors to monitor and support members to ensure program expectations are being met, including project accomplishments, anticipated outcomes and positive professional development for the member. SCA also implements a continuous improvement monitoring system to ensure that the services offered by the program, as well as the experience of the individual member, are of the highest quality.

In the Adirondacks, the Program Coordinator and two Project Leaders will oversee the work of 20 half time members. The Adirondack program is a partnership with the NYSDEC. The Program Coordinator works directly with DEC personnel to select, design and oversee a variety of projects within the Adirondack Park. The two Team Leaders will oversee the day to day work of the members. Members will receive three weeks of training prior to working in the field. Once in the field, a continual process of 360 degree feedback will be in place. That process will include weekly group meetings, one on one meetings, written feedback from the members and projects evaluations from the sites.

In choosing new projects and partnerships, SCA NY AmeriCorps makes selections based on the following criteria: projects would not be accomplished if the members did not provide service; sufficient



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service opportunities exist to occupy the members' time and provide development of members' skills; the project meets compelling needs that face the state; there is a person willing to serve as a primary contact and to orient the members; the site is willing and able to comply with all AmeriCorps and SCA regulations; the project or site will add to the diversity of project locations and types to provide a variety of experiences to members.

The site and project selection process is an ongoing and dynamic process. For existing partners, ongoing communication, evaluations and reports are used to assess the productivity and appropriateness of particular projects. New and ongoing partners submit a Host Site Application with each new position which outlines the design and expectations of the program and asks the partner to outline who will provide support for the member and the specific job duties involved at their site. These applications are reviewed by the Program Director prior to recruiting for members for that site.

Board of Directors, Administrators, and Staff:

SCA is governed by a diverse and experienced Board of Directors who maintain fiscal oversight of the organization. SCA's headquarters in Charlestown, New Hampshire houses the organization's management and administrative staff including the Finance, Admissions, and Program Services departments. These departments provide services and direct support to SCA NY AmeriCorps staff. The current Assistant Director of Conservation Corps, based at SCA's Headquarters, holds the overall responsibility for the health of SCA NY AmeriCorps and provides oversight, supervision, and support. She brings experience with AmeriCorps programming to SCA through her past work with City Year. SCA's Controller, also in the Headquarters office, guarantees timely and accurate financial reports for the AmeriCorps programs. In addition, SCA Headquarters houses administrative support staff dedicated to SCA NY AmeriCorps and other field-based SCA programs. Both sites will be directly overseen by a full time Director housed out of the Hudson Valley office in New Paltz, NY. The Director

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is responsible for overall leadership, administration, member support, and supervision. The current Director has 3 years of experience managing program activities at the SCA Hudson Valley office and comes with 13 years of previous grants management experience in other area non-profits. Two Program Coordinators will coordinate the day-to-day activities for all of the Hudson Valley members. The current Senior Coordinator has over five years of experience running SCA programming and has direct experience with the development of conservation projects. The current second Coordinator is an alumnus of the Hudson Valley program and has also had experience managing one of SCA's Community Program initiatives in NYS. There will be a seasonal Program Coordinator in the Adirondacks who has 3 years of experience in that program, both as an alumnus and staff member. He has extensive education, trail building and project design experience. He will oversee two Project Leaders who will directly oversee the crew teams.

### Plan for Self-Assessment and Improvement:

Since many of the program implementation systems and technical components are in use by SCA programs nationwide, there are systems in place to assess the organizational structure resulting in frequent improvements and updates. Examples of these systems include Site Based Risk Assessments, annual departmental strategizing retreats, multiple SCA- wide sub-committees (Diversity, Staffing, and The Green up Team etc.) and the use of outside consultants. NY AmeriCorps staff is informed and trained when changes are made through the Eastern Corps Director or through SCA-wide trainings/communications.

### Plan for Effective Technical Assistance:

The program staff will receive substantial assistance from SCA's Headquarters for information technology, programmatic, financial management, and administrative problems that arise. SCA's extensive Program Management Guide, posted on an internal website, provides in-depth guidance on

## Narratives

program implementation procedures. Over the course of the year, the staff will participate in SCA trainings and meetings through conference calls. The annual Conservation Teams Retreat is a forum where staff at all levels come together to identify needs and strategies to address them. Program staff will also identify training needs as they arise and meet those needs as possible.

### Sound Record of Accomplishment as an Organization

#### Volunteer Generation and Support

SCA has an active Alumni Board which plays a direct role in recruiting volunteers, supporting existing programs and building organizational capacity. In the Hudson Valley, there are two Alumni Board representatives who support the program in a variety of ways. In 09/10, they sponsored two service projects at Bear Mountain State Park that highlighted the work of two Hudson Valley Members and our partnering organization, the NYNJ Trail Conference. They had over a dozen volunteers at each project. They send out regular notices to their alumni mailing list about the SCA NY AmeriCorps' program activities. One of the Alumni Board members regularly speaks at the Hudson Valley Member Recognition Ceremony and is a true advocate of the program throughout the region.

#### Organizational and Community Leadership

SCA has been recognized both locally and nationally as a leader in conservation service learning. In September, 2009, SCA received The Corporate Fund Award for Excellence in Nonprofit Management from the New Hampshire Charitable Foundation. In May, 2009, SCA's founder received an Audubon Society Rachel Carson award for advancing conservation and environmental education locally and on a global scale. President Obama along with the First Lady, Vice-President Biden and former President Clinton all spent Earth Day 2009 volunteering with an SCA Crew planting trees in a Washington, DC park. In February, 2009, the Departments of Interior and Agriculture called upon SCA to play a national leadership role in the government's economic recovery program by engaging thousands of

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young adults in conservation service and green job training.

SCA, as an organization, pioneered conservation service learning in the United States and has served as a model on which other organizations across the country have based their programs. SCA programming is in high demand among land protection agencies. SCA staff continues to provide leadership in this community and are frequently asked to present at conferences to share approaches to risk management, youth volunteerism, and trail work techniques.

The SCA NY AmeriCorps program has become an integral part of the environmental community that has developed throughout the Hudson Valley and Adirondack regions. This becomes more and more so as the program matures because many of its alumni are now working in professional capacities throughout the region. Approximately half of the partnering Site Supervisors throughout the region are alumni of the program. The Regional Director of DEC's Region 3 is an alumnus of SCA and spoke about his experiences at SCA Hudson Valley's 10th Annual Recognition Ceremony. Through the Hudson Valley program, the program plays an active role in most of the major environmental events that happen in the area. Every year the program participates in numerous Earth Day events, provides volunteers for the Clearwater festival, provides ongoing volunteers for the Clearwater's Classroom of the Waves program, tables at various county and state fairs, volunteers for the New York State Outdoor Educators' Conference and the list goes on and on. In 09/10, the program played a key role in the opening ceremonies of the Walkway over the Hudson, NY State's newest State park and designated National Recreation Trail.

Success in Securing Match Resources:

Throughout the program's history, the partnering agencies have provided matching resources for the CNCS grant, both in cash and in-kind contributions. In the Adirondacks, the DEC has been the sole

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partnering agency and is dedicated to the continuation of the program. The DEC, OPRHP (Office of Parks, Recreation and Historic Preservation) and the non-profits partners have served as the anchor for the program's continued stability and success over the past 10 years. Every year, the program has successfully met all match resources needs and has matched the CNCS grant at over 50%, exceeding the statutory minimum.

### Success in Securing Community Support Collaboration:

SCA NY AmeriCorps values, and is always working to increase collaboration with partner and community organizations. For the past 10 years, the DEC, OPRHP, Scenic Hudson, The Fresh Air Fund, Clearwater, the NYNJ Trail Conference and The Nature Conservancy have been active participants each year in developing plans for service at their numerous park and office sites. As DEC and OPRHP are State organizations, they have been particularly influential in the development of the program. Every year, SCA New York AmeriCorps hosts two Site Supervisor meetings where partners come together and act as an advisory board to the program. The involvement of these and other organizations has enriched the SCA NY AmeriCorps program through collaboration on environmental education initiatives and has broadened the program's interaction with volunteers and other community members. As a result of securing ARRA funding in 2009, the program was able to reach out and support financially distressed non-profit organizations. Going forward, the program is reaching out to a wide variety of environmental non-profits in hopes of expanding the types of initiatives it supports.

### Local Financial and In-kind Contributions:

The DEC is the largest and most reliable source of local financial and in-kind contributions. In 08/09 the DEC supported 50% of the Hudson Valley match requirement and 100% of the Adirondack's match requirement. Throughout the program's history, the SCA has provided matching resources to accompany the CNCS grant, both in cash and in-kind contributions. In fact, SCA New York AmeriCorps

## Narratives

lead agency partners', NYS DEC and OPRHP, demonstrated commitment to the program has served as an anchor in the program's continued stability and success over the past 10 years. In addition to their consistent significant financial support to the program, they have provided the facilities, including maintenance and major repairs, at the Whitney Administrative Area in Long Lake, NY.

### Wide Range of Community Stakeholders:

The stakeholders in the New York program range from local parents, students, and teachers, to the millions of residents and visitors to New York that use or live near the lands where SCA New York AmeriCorps members provide service. Since the program's inception, dedicated staff, motivated members, conservation organizations and schools have helped, and will continue to help, secure the support of the community, build new partnerships and raise awareness of the positive impacts of the program among these stakeholders. Community support has continued to expand over the 10 years. The number of stakeholders has grown as more and more people receive service or interact with members.

### Cost Effectiveness and Budget Adequacy

#### Cost Effectiveness:

The cost per MSY of SCA NY AmeriCorps will be \$13,000. With 40 MSYs, the total cost to the Corporation will be \$520,000 which accounts for 47% of the overall operating budget.

#### Diverse Non-Federal Support:

SCA will continue to garner over a 50% match from partnering organizations. SCA has partnered with the DEC in both programs for the past 10 years. They are committed to continuing their contribution at the same level, which provides a significant portion of the non-federal match funding. Over the past three year cycle, OPRHP and DEC were the main source of matching funds. During that time, the program also partnered with Clearwater, The NYNJ Trail Conference, The Nature Conservancy, The

## Narratives

Fresh Air Fund and Scenic Hudson to create additional positions through National Direct and ARRA. These organizations are committed to remaining with the program. In the 09/10 program year, Women's Studio Workshop, Sustainable Hudson Valley, the US Green Building Council, The Vassar/Poughkeepsie Farm Project, The Hudson Highland Museum, the Hyuck Preserve, Teaching the Hudson Valley The Palisades Interstate Park Commission, NYS Department of Environmental Protection and the Rockland County Solid Waste Management Center will also partner with the program. The program has a waiting list of other potential partners as well, including the Beczak Center in Yonkers, Columbia Land Conservancy, The Wild Center in the Adirondacks and more. This level of community support, as well as SCA's program design and policies emphasizing cost effectiveness, have made it possible to maintain continuity over the years, despite the rising costs of program implementation.

### Budget Adequacy:

The SCA NY AmeriCorps total budget for program year 2010-2011 is \$1,175,213. The CNCS grant share is \$520,000. The program share is \$655,213, or 56% of the total budget. .

SCA NY significantly benefits from the resources of SCA's full-time finance and development staff that provide expertise and support to ensure that the AmeriCorps programs are fiscally sustainable. SCA's national partnership and philanthropic development staff based at National Headquarters comprise the team that works to secure additional funding to support the service of the SCA members in NY. This team identifies and solicits funding from private foundations and individual donors from across the country and works closely with program staff to leverage new resource agency partnerships within NY. This ensures the stability of the organization as a whole, guarantees support to the SCA NY program, and augments funding from the CNCS. The NY program is a vital part of SCA's continuum of conservation service and every effort will be made to ensure that SCA NY is programmatically

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successful, fiscally sound, and provides an optimum conservation service experience for each member. The long-standing success of the program is testimony to this commitment. SCA is well prepared to continue, strengthen and expand AmeriCorps opportunities for conservation service and volunteerism throughout NY.

### Evaluation Summary or Plan

SCA utilizes a comprehensive set of evaluation strategies to monitor and continuously improve the impact of the SCA New York AmeriCorps program. At each site, the program will be evaluated through a combination of member and host site evaluations (mid-term and exit), site visits and project outcomes. At the end of each grant cycle, that feedback will be compiled to be utilized in strategizing for the upcoming year. SCA also conducts surveys of alumni across all programs. Below is a sample portion of the 08/09 feedback from the Hudson Valley and the results of the 2007 agency wide survey.

#### 2009 Exit Feedback Summary- Hudson Valley

##### Supervisor Feedback (18)

1) The quality/quantity of the candidates sent to you during recruitment:

- \* 40% Excellent
- \* 33% Good to very good
- \* 14% Candidate quality was variable
- \* 13% Recruited own candidate

2) The quality/quantity of SCA trainings

- \* 41% Excellent
- \* 41% Good to very good
- \* 18% NA -- did not participate

3) The quality/quantity of our corps-wide service projects and events.



## Narratives

\* 29% Excellent

\* 71% Good to Very Good

4) The quality/quantity of our site visits.

\* 14% Excellent

\* 72% Good to Very Good

\* 14% Would like more frequent visits

5) SCA staff communication:

\* 42% Excellent

\* 58% Good to Very Good

6) SCA staff support:

\* 72% Excellent

\* 28% Good to Very Good

7) Overall program effectiveness; Average Rating: 9.1 (Out of 10 with 10 being the highest)

Quality of experiences you have had: Average Rating: 8.9

Member Feedback -- 20 Members

8) The quality/quantity of trainings you received at your Host Site.

\* 67% Excellent

\* 33% Good to Very Good

9) The availability of the resources at your HS:

\* 75% Excellent

\* 25% Good to Very Good

10) Staff support and supervision at HS:

\* 63% Excellent

\* 21% Good to Very Good

## Narratives

\* 16% Not very good or limited interaction

11) The quality/quantity of trainings you received with the SCA HV

\* 60% Excellent

\* 25% Good to Very Good

\* 10% Not Very Good

\* 5% Did not answer- N/A

12) The quality/quantity of corps-wide service projects and events with the SCA HV

\* 60% Excellent

\* 20% Good to Very Good

\* 15% Not Very Good

\* 5% N/A Did not answer

13) The opportunities that existed for leadership, initiative and creativity with the SCA HV

\* 65 Excellent

\* 20% Good to Very Good

\* 5% Not Very Good

\* 10% NA -- question not on feedback form or left blank

14) SCA Staff Support

\* 70% Excellent

\* 30% Good to Very Good

15) Overall program effectiveness: Average Rating: 8.9

Quality of experiences you have had: Average Rating: 9.2

16) What are your future plans?

\* 35% Enroll in a graduate degree program

\* 24% Seek conservation based employment

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- \* 16% Seek other employment
- \* 16% Re-enroll in another SCA or AmeriCorps program
- \* 9% Other

Results from 2007 SCA Alumni Survey

1,438 Electronic Responses\*

900 Paper Responses (approx )

2,338

Count\* Percent\*

Which of the following forms of conservation have you done in the past three years (or since your SCA service)?

1,109 77% Talked about your SCA experience

978 68% Volunteered within your community or with a non-profit organization

951 66% Contributed to a charity or cause

911 63% Engaged in conservation service

493 34% Mentored a younger person

364 25% Other

25 2% No user-provided response

16 1% None

Count\* Percent\* Are you, or have you been, working in a conservation field?

810 56% Yes

573 40% No

55 4% No user-provided response

Count\* Percent\*

My SCA experience has influenced my career or educational

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choice in conservation.

674 47% Strongly Agree

482 34% Somewhat Agree

199 14% Neutral

36 3% Somewhat Disagree

21 1% Strongly Disagree

26 2% No user-provided response

Count\* Percent\*

Please select the industry that most accurately reflects your current position:

345 24% Student

335 23% Government

227 16% Educational Institution

174 12% Non-profit organization

168 12% Business/Corporation

62 4% Self-employed

55 4% Other

28 2% Retired/Not employed

5 0% Foundation

30 2% No user-provided response

In 07/08, the SCA participated in New York State's independent statewide evaluation focused on mobilizing more volunteers. The Results are as follows:

SCA New York AmeriCorps

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Telephone Interview Data

Program Description: Members complete critical, hands-on environmental conservation and historic preservation service projects, while engaging community residents to become active and educated conservation stewards. Projects include community and neighborhood environmental service projects, backcountry conservation projects, trail reconstruction/maintenance, and youth leadership programs.

Number of Continuous Volunteers 40

Number of Episodic Volunteers 995

Continuous and/or Episodic Data Did members ever recruit volunteers? Yes

To what extent did the success of your program depend upon volunteers? Very Much

Did volunteer services expand your program's ability to offer services? Yes

Did volunteers improve the quality of the services your provided? Yes

Do you think that volunteer activities were addressing the needs of the local community? Yes

On a scale of 1 to 10, what number would you use to rate volunteerism at your program? 5

Which challenge was the most difficult to address? Other\*

Did continuous volunteers receive orientation and/or training? Yes

What was the attitude towards/about volunteers at your program? Positive

How respected were volunteers in your program? Respected

Was there enough work for volunteers to do? Yes

Do you think that volunteers at your program were given work that was fulfilling? Yes

In general, do you think that volunteers at your program were satisfied with the volunteer experience?

Yes

Did your program have volunteer recognition mechanisms in place? Yes

Did your program take any steps to improve the experiences of volunteers? Yes

MIS Data

## Narratives

MIS Continuous Volunteer Project Summary Data MIS Episodic Volunteer Project Summary Data

Number of Continuous Volunteers (% of Process Evaluation Total) 1 (3%)

Number of Episodic Volunteers (% of Process Evaluation Total) 1,041 (105%)

Percent Female (N= N/A) 0%

Number of Episodic Projects 54

Percent Age:

(N= 0) 0-17 N/A Percent Targeted for Special Needs 0%

18-39 N/A Total Hours Volunteered (Average per volunteer) 4

40+ N/A Percent of Projects Serving Ages: 0-17 0%

Percent Ethnicity:

(N= 0) Black

N/A 18+ 0%

White N/A Mixed 100%

Hispanic N/A MIS Continuous and Episodic Volunteer Project Summary Data

Other N/A Most Common Service Types: Environmental clean-up, restoration, or beautification (3, 657 hrs.)

Number of CV Activities (Average per volunteer) 0

Number of Hours Volunteered (Average per volunteer) 0

### Amendment Justification

Not applicable for this submission

### Clarification Summary

Please describe how sites were selected for Hudson Valley Corps:

The Hudson Valley Corps has been in existence for more than ten years. During this time, it has gotten a reputation within New York for recruiting and placing quality AmeriCorps members. SCA is typically approached by potential partners. If their mission is in line with SCA's, and there is an MSY

## Narratives

available, then we work with that partner to create, fill and support that position. There is not a formalized competitive process at this time. In 09/10 and moving forward, the Hudson Valley program is seeking out organizations who are devoted to sustainability efforts such as Sustainable Hudson Valley and the US Green Building Council.

Please clarify whether or not the sustainable paper making farm is a for-profit business:

The Women's Studio Workshop that is hosting the sustainable papermaking member is a nonprofit organization. All partnering organizations are either state, county or nonprofit agencies.

Please clarify the role of the public in planning projects:

Projects in both the Hudson Valley and the Adirondacks are decided on by SCA staff and the partnering organizations, with input from their boards and community groups. In the Adirondacks, the DEC makes the primary decisions as to the trails to be built and or maintained based on public usage levels. In the Hudson Valley, the sites make proposals to SCA for the all Corps service projects based on their site needs and SCA makes the final determination which projects will be completed. As for smaller projects in the Hudson Valley, they are completely driven by the partnering agencies and their respective boards and friends groups.

Clarify if SCA NY AmeriCorps collaborates with streams of CNCS service other than with other conservation programs in NY:

The Hudson Valley program has and continues to work with Ramapo for Children, a CNCS program that works with high risk youth, around training and projects. In 08/09 Ramapo for children participated in 2 SCA service projects and 1 SCA training. In 09/10 we are working collaboratively to host Jeff Gaines, the keynote speaker from the NY AmeriCorps Kick Off to do a mutual training for our 2 programs. They also plan to participate in SCA projects again as well. Now that the Hudson Valley

## Narratives

program is working with the Rockland County Solid Waste Management program, the program will be working with the Rockland County AmeriCorps program to assure that we do not duplicate efforts and to explore avenues for sharing resources.

SCA NY planned to recruit for a culturally, socioeconomically, educationally and geographically diverse applicant pool. However, there was no evidence of the end result. Please share member demographics and include the number or percent of members from the target community/state:

As a part of the Student Conservation Association, the SCA NY AmeriCorps program is able to capitalize on the larger organizations recruitment efforts. SCA promoted corps programs, including the NY corps at every college and university it visited on recruiting trips across the country. SCA recruiters talked with professors about the program and to diverse students with whom we came in contact. Recruiters also connected with multicultural offices, and student groups that are specifically made up of diverse students and/or service diverse populations on campuses. The total number of colleges and universities visited between September and April is approximately 160.

In addition, SCA recruiters specifically visited several Historically Black Colleges and Universities (HBCUs) such as Spelman College, Morehouse College, Tuskegee University, Florida A & M, Norfolk State, Texas Southern, Morgan State, Bowie State, university of Maryland-Eastern Shore, Hampton University and Prairie View A & M. Recruiters also visited schools with significant Hispanic, Native American and Asian populations across the southwest and west. Currently, SCA has 659+ complete internship candidates who have self identified as being racially and or ethnically diverse.

The SCA Hudson Valley program recruits at local colleges throughout the Hudson Valley and has increased outreach to NYC area schools over the past few years. Of the program's current 27 members, 2 are Spanish American, 1 is Asian American and the rest are Caucasian. Of those, 2 are from NYC, 8 are



## Narratives

from NY State, 3 are from NJ and 14 are from other areas of the country. Of those, 4 members are working in the communities where they are from. In the Adirondack program, of the 12 members placed so far 5 are from NY, 1 is from NJ and the rest are from other areas of the country. The Adirondack program typically gets a large proportion of its applicants from NY and specifically from the Adirondack region.

### Performance Measures:

E-Grants would not allow us to enter the number of MSY's per priority area, but all 40 members will devote 100% of their time to the Clean Energy/Environment Priority Area.

### Budget Revisions:

Cell phones- SCA reimburses the 2 temporary Project Leader in the Adirondacks for the use of their personal cell phones as it is more cost effective than providing them with an agency phone. As leaders are often in the field and need constant access to the Program Coordinator for risk management purposes, use of a cell phone is essential for member safety.

HV Utilities- Mohonk Mountain House leases the building and property of the former Mohonk Visitors Center for \$1 a year. While this is a great deal, it is a large property consisting of a 3000 square foot building, 3 plus acres of lawn and a 300 foot long driveway which all need to be maintained as per our agreement with Mohonk Mountain House.

Match- Initially, we underestimated the total cash contribution from partners and omitted the in kind contribution from Mohonk Mountain House for the HV facility. We put the Adirondack and Hudson Valley facility in kind contributions in the budget and increased the cash contribution from partners.

4/29/2011

### Section 1-G: Member Training

As SCA Hudson Valley is not a residential Corps and members are placed from NYC up to the

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Adirondacks, we need to rent multi day facility space to hold our trainings. We use a combination of Sharpe Reservation in Fishkill NY and the Taconic Outdoor Education Center in Cold Spring NY. At Sharpe Reservation, the day use fee is \$37.00 which includes one meal. Additional overnights are \$9.25 per person. Additional meals are \$9.50 per person. At TOEC, the lodging is \$36 per person and the meals are 10.36 per person. We utilize Aerie Back Country Medicine to provide our Wilderness First Aid and CPR training. They charge \$165 for WFA, 35 for CPR plus air flight and rental car expenses.

### Section 1-I - Other Program Costs-

SCA will conduct criminal history checks on all members and grant funded staff in compliance with CNCS requirements. Criminal history checks conducted for members and staff will include an FBI fingerprint check in addition to the state registry check and the NSOPR for anyone with recurring access to vulnerable populations.

### Program Dates-

SCA NY AmeriCorps program is applying for the grant period from 10/1/11 to 12/31/12. Full time members will start 1/16/12 and serve until 11/19/12 and part time members will start 5/28/12 and serve until 10/29/12. As some members may start late or need extra time to complete their terms, members may be in the field in December 2012.

### Continuation Changes

#### Year 2 Changes:

Enrollment & Retention - During the 08/09 program year we enrolled 100% of our positions and retained 97% of members. The one member who left did so because she got a good paying full time job. In 09/10 all positions were filled with the exception of one HT slot for an enrollment rate of 98%. The reason we were not able to fill that position was that the partner decided not to fill it after the official

## Narratives

start date and no other partners opted to take the position. In 09/10 our retention rate was 83%. As the reasons for these individuals leaving were so diverse, there does not appear to be a trend or overarching reason for this. In the Hudson Valley one member left to go to grad school and one was offered a good paying job by a former employer. In the Adirondacks, two members left because of the extreme heat we were experiencing at the beginning of their term and the other 3 left due to personal reasons. In order to improve our retention rate we will continue to provide a high level of member training and support. We will also stress the importance of completing the term in the application process as well as during the New Member Orientation. Finally, for members deciding to leave for personal reasons, we will make a greater effort to find alternate ways for them to complete their terms such as suspending their term or transferring them to another site.

Performance Measures: Wording was changed slightly under Volunteers Recruited based on feedback from Sue Hyatt, Business Non-Profit Connections who spoke at the 2010 NYS Director's Meeting. In Pilot Measure EN3 we decreased the number of youth educated from 20,000 to 15,000 because of a significant increase in the number of stewardship positions since the original RFP. Under EN4 we will correspondingly increase the number of miles of trail created or improved to 100 from 48. There may be a change in the instruments used as SCA is implementing an online Service Log and time keeping system. This system potentially allows members to input their outputs and service hours directly. Since this is a new system, we are unsure if these will replace our Hudson Valley Monthly Reports and Project Logs or not. (Please note that there are some discrepancies between the narrative in the original RFP around performance measures and the actual performance measures. The reason for this is that we were asked to revise our performance measures after the original submission and not directed to change the narrative accordingly.)

Narratives:

## Narratives

Compelling Community Need- Because of State budget cuts, one of our pillar partners, the Office of Parks, Recreation and Historical Preservation (OPRHP), will not be able to support any members for the foreseeable future. As a result, in 09/10, the SCA NY AmeriCorps program needed to secure 11 new partners to fill that gap. These partners include the Department of Environmental Protection (DEP), Green/Ulster/Sullivan County Soil and Water Conservation Districts, Women's Studio Workshop, Vassar College, Hudson River Valley Greenway, The Huyck Preserve, US Green Building Council, Audubon, Palisades Interstate Parkway, TNC Eastern Chapter and The Catskill Center for Conservation and Development. Of these, 8 agencies are non-profit agencies. With the exception of the Hudson River Valley Greenway, the primary focus of all of these agencies is stewardship hence the changes to the above performance measures.

Measurable Outcomes and Outputs-The program will provide environmental education to over 15,000 students and youth under 25 in NYS in the 11/12 program year. The intermediate result of this work will be captured through participant surveys. Of those surveyed, over 3,750 youth will report having gained knowledge related to conservation, land stewardship, clean energy and sustainable practices. The long term impact the program expects to achieve is to heighten environmental awareness and create the next generation of conservation stewards. The program will clean or improve over 500 acres of public lands; and will clean, improve and create over 100 miles of trail. Intermediate results will be captured through site manager surveys. The results will be increased access to and quality of 500 acres of park sites and 100 miles of trails or rivers owned /maintained by national, state, county, city governments or tribal communities.

Organizational Capacity- Based on Site Supervisor feedback, we will only hold 1 New Site Supervisor Orientation and Meeting per year and encourage them to participate in service projects and other member events.

Evaluation Summary or Plan- In addition to the tools outlined in the original RFP, in 2011/12, SCA will be instituting an agency wide evaluation plan. The specifics of that process have not been finalized, but

## Narratives

Kathy Schmidt, the SCA NY AmeriCorps Program Director is on the Evaluation Team that is designing that plan.

Budget: No Changes

## Performance Measures

### SAA Characteristics

- AmeriCorps Member Population - None  
 Geographic Focus - Urban  
 Geographic Focus - Rural  
 Encore Program

### Priority Areas

- |  |   |
|--|---|
| <input type="checkbox"/> Education                                       | <input type="checkbox"/> Healthy Futures                      |
| <i>Selected for National Measure</i> <input type="checkbox"/>            | <i>Selected for National Measure</i> <input type="checkbox"/> |
| <input checked="" type="checkbox"/> Environmental Stewardship            | <input type="checkbox"/> Veterans and Military Families       |
| <i>Selected for National Measure</i> <input checked="" type="checkbox"/> | <i>Selected for National Measure</i> <input type="checkbox"/> |
| <input type="checkbox"/> Economic Opportunity                            | <input type="checkbox"/> Other                                |
| <i>Selected for National Measure</i> <input type="checkbox"/>            | <i>Selected for National Measure</i> <input type="checkbox"/> |

Grand Total of all MSYs entered for all Priority Areas 40

### Service Categories

Environmental Awareness-building and Education

At-risk Ecosystems Improvement

## National Performance Measures

### Priority Area: Environmental Stewardship

#### Strategy to Achieve Results

Briefly describe how you will achieve this result (Max 4,000 chars.)

Members will provide environmental education at their sites, in classrooms, at fairs and festivals and during service projects. At least 6 members will serve through the DEC's After School Conservation Club (ASCC). The mission of the ASCC program is to bring environmental education to and foster a sense of stewardship in inner-city elementary-aged children involved in after-school programs. Topics will include sustainable farming practices, recycling, Hudson River ecology, maple sugaring, plant and animal ID, invasives management etc. As SCA Hudson Valley members serve at various agencies, there is a wide range in terms of the length and frequency of educational sessions. The After School Conservation Club is designed for two 10-week sessions: one in the fall and one in the spring. During each week of the program, two hours are spent doing activities out of the hands-on curriculum and another two hours are spent working on the stewardship project. The Estuary Educator, another DEC position, provides education primarily on a one time basis at fairs and festivals across the state.

#### Result: Intermediate Outcome

Result.

As a result of the education provided by AmeriCorps members, youth will report an increase in their knowledge about energy efficient and environmentally conscious practices.

Indicator: Youth increasing knowledge about energy efficient and environmentally conscious

Target : 5,000 students will report an increase in their knowledge about energy efficient and environmentally conscious practices.

Target Value: 5000

Instruments: SCA Hudson Valley Member Monthly Reports, Attendance Logs, Site Specific Pre and Post tests and completed Participant Surveys (written and verbal)

PM Statement: As a result of the education provided by AmeriCorps members, SCA NY AmeriCorps members will educate over 5,500 students. Of those, 5,000 will report an increase in knowledge about energy efficient and environmentally conscious practices.

## National Performance Measures

Result.

practices.

### Result: Output

Result.

Students and youth (under 25) will be educated or trained in energy-efficient and environmentally-conscious practices, including but not limited to sustainable energy and other natural resources, and sustainable agriculture.

Indicator: EN3: Individuals receiving education in energy-efficiency.

Target : Over 5,500 students and youth (under 25) will be educated or trained in energy-efficient and environmentally-conscious practices, including but not limited to sustainable energy and other natural resources, and sustainable agriculture.

Target Value: 5500

Instruments: Education/Training Attendance Log and Survey, Sign in sheets, satisfaction surveys and attendance reports from sites where events take place (fairs and festivals)

PM Statement: Over 5,500 students and youth (under 25) will be educated or trained in energy-efficient and environmentally-conscious practices, including but not limited to sustainable energy and other natural resources, and sustainable agriculture.

### Priority Area: Environmental Stewardship

#### Strategy to Achieve Results

Briefly describe how you will achieve this result (Max 4,000 chars.)

Members will work to clean and improve state parks, city parks, county parks and other public lands on various fronts. Projects will include invasive removals, infrastructure improvements (bridges, signs etc), tree plantings, the creation of gardens, trash removals and water quality testing.

#### Result: Intermediate Outcome

Result.

SCA NY AmeriCorps members will maintain, restore, protect and or provide increased access to 450 acres of national parks, state parks, city parks, county parks, or other public lands in accordance to site partner standards.

Indicator: Number of acres of national parks, state parks, city parks, county parks, or other

Target : Partners will report that 450 acres or 90% of national parks, state parks, city parks, county parks, or other public lands will have been improved through SCA NY AmeriCorps service projects.

Target Value: 450

Instruments: Adirondack and Hudson Valley Service Logs for Parks, Other Public Lands, and Tribal Communities, Monthly reports and Site Manager surveys. Mid term and exit Site Supervisor Satisfaction surveys. Quality standards for resource protection will be defined by individual site standards. The service logs are a combined effort between members and partners. Members indicate the type of work and quantity done and the site supervisor indicated the quality of the work and their level of satisfaction.

PM Statement:



## National Performance Measures

Result.

public lands that are maintained, restored, protected and or provide increased access

Site partners will report that SCA NY AmeriCorps members have maintained, restored, protected and or provided increased access to 450 acres of national parks, state parks, city parks, county parks, or other public lands in accordance to agency standards.

## National Performance Measures

Result.

for visitors through SCA NY AmeriCorps service projects; as reported by site partners.

### Result: Output

Result.

Members will clean and improve over 500 acres of national parks, state parks, city parks, county parks or other public lands and tribal communities.

Indicator: (PRIORITY) EN4: Acres of parks cleaned or improved.

Target : 500 acres of state parks, city parks, county parks and other public lands and tribal communities will be cleaned or improved.

Target Value: 500

Instruments: SCA Service Logs for Parks, Other Public Lands, and Tribal Communities

PM Statement: SCA NY AmeriCorps members will clean and improve over 500 acres of state parks, city parks, county parks and other public lands and tribal communities.

### Priority Area: Environmental Stewardship

#### Strategy to Achieve Results

Briefly describe how you will achieve this result (Max 4,000 chars.)

SCA members will work to clean, improve or create miles of trail or rivers by completing identified service projects in collaboration with partnering agencies. Projects will include planting trees along Riparian Buffer Zones in Hudson River Estuaries; creating new trails, including handicap accessible trails; clearing and restoring existing trails including removal of unwanted growth and invasives, installing water run off systems and widening and or resurfacing trail.

#### Result: Intermediate Outcome

Result.

SCA NY AmeriCorps members will maintain, restore, protect and increase access to 90 miles of trails and rivers owned/maintained by national, state, county, city governments, private non profits or tribal communities in accordance to site partner standards.

Indicator: The number of miles of trails or rivers, owned or maintained by national, state, county,

Target : Partners will report that 90 miles or 90% of trails and rivers owned or maintained by national, state, county, city governments, private non-profits or tribal communities will have improved through SCA NY AmeriCorps service projects.

Target Value: 90

Instruments: Site manager surveys and SCA Member Service Logs for Trails and Rivers, Site Supervisor Mid-term and Exit evaluations. Quality standards for resource protection will be defined by individual site standards. Members indicate the type of work and quantity done and the site supervisor indicated the quality of the work and their level of satisfaction.

PM Statement:

## National Performance Measures

Result.

city governments, private non-profits or tribal communities that will be maintained,

Partners will report that 90 miles or 90% of of trails and rivers owned/maintained by national, state, county, city governments, private non profits or tribal communities will have been improved through SCA NY AmeriuCorps service projects in accordance to agency standards.

## National Performance Measures

Result.

restored, protected and or will provide increased access for visitors; as reported by

## National Performance Measures

Result.

site partners.

### Result: Output

Result.

SCA will complete conservation service projects in order to clean, improve or create trails or rivers

owned/maintained by national, state, county, city governments and tribal communities.

Indicator: (PRIORITY) EN5: Miles of trails or rivers improved and/or created.

Target : SCA members will clean, improve or create over 100 miles of trail or rivers.

Target Value: 100

Instruments: SCA Member Service Logs Logs for Trails and Rivers

PM Statement: SCA Members will clean, improve or create over 100 miles of trail or rivers that are owned by national, state, county, city governments, private non profits or tribal communities.

## Required Documents

Document Name

Status

Evaluation

Not Applicable

Labor Union Concurrence

Not Applicable