

PART I - FACE SHEET

APPLICATION FOR FEDERAL ASSISTANCE		1. TYPE OF SUBMISSION: Application <input checked="" type="checkbox"/> Non-Construction	
Modified Standard Form 424 (Rev.02/07 to confirm to the Corporation's eGrants System)			
2a. DATE SUBMITTED TO CORPORATION FOR NATIONAL AND COMMUNITY SERVICE (CNCS):		3. DATE RECEIVED BY STATE: 18-JAN-11	STATE APPLICATION IDENTIFIER:
2b. APPLICATION ID: 11AC124669		4. DATE RECEIVED BY FEDERAL AGENCY:	FEDERAL IDENTIFIER: 09ACHOR0010001
5. APPLICATION INFORMATION			
LEGAL NAME: The Nature Conservancy DUNS NUMBER: 072656630		NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes): NAME: Kyle Strauss TELEPHONE NUMBER: (503) 802-8100 FAX NUMBER: (503) 802-8199 INTERNET E-MAIL ADDRESS: kstrauss@tnc.org	
ADDRESS (give street address, city, state, zip code and county): 821 SE 14th Avenue Portland OR 97214 - 2537 County: Multnomah			
6. EMPLOYER IDENTIFICATION NUMBER (EIN): 530242652		7. TYPE OF APPLICANT: 7a. National Non Profit 7b. 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: Corporation for National and Community Service	
10a. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER:94.006 10b. TITLE: AmeriCorps State		11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT: AmeriCorps Conservation Team	
12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc): The state of Oregon, including specifically the lands and waters in and near: the rural areas around John Day in eastern Oregon, the small rural town of Enterprise in northeast Oregon, the quickly growing central Oregon city of Bend, the small farmin		11.b. CNCS PROGRAM INITIATIVE (IF ANY):	
13. PROPOSED PROJECT: START DATE: 01/09/12 END DATE: 12/07/12		14. CONGRESSIONAL DISTRICT OF: a.Applicant <input type="text" value="OR 003"/> b.Program <input type="text" value="OR 003"/>	
15. ESTIMATED FUNDING: Year #: <input type="text" value="3"/>		16. IS APPLICATION SUBJECT TO REVIEW BY STATE EXECUTIVE ORDER 12372 PROCESS?	
a. FEDERAL	\$ 160,204.00	<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	
b. APPLICANT	\$ 108,390.00		
c. STATE	\$ 0.00		
d. LOCAL	\$ 0.00		
e. OTHER	\$ 0.00		
f. PROGRAM INCOME	\$ 0.00		
g. TOTAL	\$ 268,594.00		
17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT? <input type="checkbox"/> YES if "Yes," attach an explanation. <input checked="" type="checkbox"/> NO			
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: Kyle Strauss		b. TITLE: ACT Program Coordina	c. TELEPHONE NUMBER: (503) 802-8100
d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:			e. DATE SIGNED: 05/09/11

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Executive Summary

The Nature Conservancy in Oregon proposes to carefully grow our successful AmeriCorps Conservation Team (ACT) formed in 2006. The expanded team, beginning service in January 2012, will include 14 members (up from the current team of 13) located in at least 10 service areas throughout Oregon. Our ACT coordinator, an AmeriCorps alumni, will continue as full-time program coordinator. Team members will implement priority actions identified in the Department of Fish and Wildlife's Oregon's Conservation Strategy to conserve fish, wildlife and natural areas in the state. The AmeriCorps Conservation Team will increase The Nature Conservancy's capacity by participating in direct service restoration projects such as prescribed burning, native plantings, and invasive species removal. The members will coordinate and/or supervise 4,000 hours of volunteer activity through engagement of new and existing volunteers in conservation work and by partnering with local community organizations. The Conservancy is a leader in conservation and can offer in-depth member mentoring and training, and a variety of well-rounded positions that will allow members to serve in meaningful roles in conservation across Oregon.

Rationale and Approach

A. RATIONALE AND APPROACH

COMPELLING COMMUNITY NEED

The Nature Conservancy in Oregon is seeking to continue its ACT program to improve our ability to address two compelling needs in the community: conserving and enhancing remaining populations of fish and wildlife, and the habitat they need to survive; and helping to recruit and train the next generation of conservation practitioners and volunteer leaders.

The need for environmental conservation in Oregon has been steadily increasing in the 150 years since

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European settlement, during which time humans have converted natural ecosystems into farms, ranches, cities and neighborhoods. The need is heightened as Oregon's population expands. Oregon's population grew by nearly one third -- 2.8 million to 3.7 million -- from 1990 to 2007; it is projected to reach 4 million or more by 2015.

As Oregon's population increases, we put increasing stress on the natural environment. Habitat loss from development, especially in suburban and rural communities, and increasing demands on water supplies result in increasing impacts on the region's fish and wildlife resources. Oregon is the eighth most diverse state in terms of number of species. Among the 4,136 species present in the state, around 450 are considered to be at risk of extinction.

In 2005, the Oregon Department of Fish and Wildlife worked with numerous stakeholders statewide to craft a widely supported, comprehensive, science-based, prioritized strategy to guide conservation efforts throughout the state. The Oregon Conservation Strategy provides a broad vision and conceptual framework for long-term conservation of Oregon's native fish, wildlife, and plants. The strategy identifies several large-scale issues that represent the greatest threats to fish and wildlife populations and their habitats throughout Oregon, including: land-use changes, invasive species, disruption of disturbance regimes, and impacts to water quality and quantity. The ACT team will be directly involved in improving these conditions in each location where they serve:

- In the Willamette Valley, where 70 percent of Oregon's 3.5 million people live, only 2 percent of the valley's native grasslands remain.
- In Klamath Falls, 85 to 95 percent of wetlands have been drained, diked and converted to farms and ranches, endangering three fish species in the Klamath Basin.
- On the northern Oregon coast, the threatened Oregon Silverspot butterfly is losing habitat due to

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invasions by non-native weeds like Scot's broom and European beachgrass, and lack of regular, low-intensity fire.

-- Rapid housing development in southwest Oregon threatens habitat for several very rare plant and animal species.

-- In central Oregon, fire suppression and grazing has resulted in an increase of juniper forest from 1.5 million acres to 6.5 million acres, taking over neighboring native sagebrush steppe habitats and reducing stream flows.

In addition to the Oregon Conservation Strategy, other assessments that identify a need to address these issues include: the Oregon Plan for Salmon and Watersheds: A Perspective (2003); the exhaustive Oregon's Living Landscapes (Defenders of Wildlife, 1998); and dozens of regional and local conservation assessments.

While the Oregon Conservation Strategy has been widely lauded, funding for its implementation is limited. With the current economic downturn, the need for contributions from ACT is at an all-time high in Oregon. Because ACT members work side by side with skilled staff on high-priority projects in some of our most important landscapes, they provide enormous leverage and meaningful progress towards the goals identified in the conservation plan.

DESCRIPTION OF ACTIVITIES AND MEMBER ROLES

The Conservancy proposes to place 13 members in 10 locations throughout the state. Locations will include many communities outside of the Portland-Eugene corridor -- where 70 percent of Oregon's population lives -- including small towns on Oregon's coast and rural communities in remote eastern Oregon, a six-hour drive from Portland. Many of these locations have little local capacity to accomplish

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the conservation goals outlined above, making ACT members all the more important in demonstrating the importance of national service.

Conservancy staff in each location will provide direct supervision to individual team members and a full-time AmeriCorps coordinator, an AmeriCorps alumnus himself, will provide overall guidance to the team, allowing for strong leadership, coordination and mentorship for all 13 members. Our current ACT program has thrived with this arrangement and we propose to continue running the program in this manner.

The 13 ACT members will be placed in one of four types of positions:

-- Conservation Associate: Under the guidance of a senior scientist, conservation associates undertake a variety of projects, such as: collecting and analyzing field data; researching and writing subject-based papers; creating GIS maps for field projects; recruiting and managing volunteers; and aiding staff in developing and participating in on-the-ground restoration projects.

-- Field Technician: Under the guidance of a preserve manager, field technicians undertake field-based activities such as: gathering data on species at Conservancy preserves or partner sites and putting results into a report for staff and partners; mobilizing volunteers in projects to remove invasive species; clearing vegetation to make fire breaks for a prescribed burn; planting native vegetation along a stream; or fixing fences.

-- Conservation Associate/Field Technician: Combining the two roles.

-- Communications and Volunteer Programs Associates: These associate will develop outreach and educational materials to disseminate information about our conservation work to priority audiences; recruit and manage volunteers statewide; develop and write stories to communicate the importance of service and volunteer work; help develop and maintain a photo database; and participate and lead volunteers in field work at local preserves.

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Precise member locations and specific duties will be shaped to meet our highest priority conservation needs each year. We will continue to emphasize placement across the entire state of Oregon, with at least 65 percent of our team members located outside the Portland Metropolitan area.

AmeriCorps members, with support from Conservancy staff at each site, will personally conduct and lead volunteers in the following service activities:

- prepare for and conduct prescribed burns (clear firebreaks by mowing and raking strip around controlled burn area; help ignite and control fire by patrolling edge; use water to ensure fire is contained within unit boundaries)
- manually remove invasive plants
- collect native seeds and spread in riparian areas, prairies, and wetlands or grow in greenhouse to be planted later
- maintain trails by trimming vegetation, fixing bridges and repairing steps
- maintain, improve or remove fences to benefit wildlife
- aid in research on endangered species;
- reintroduce species or augment species populations to their native habitat
- collect field data
- create GIS maps for analysis
- help research and draft conservation action plans
- build local volunteer programs to expand capacity for conservation in the future
- develop communications products to inform Oregonians about conservation issues and solutions.

Roving Crew: During September and October of each year, five members will serve on a crew moving between field sites engaged in large-scale, on-the-ground conservation projects such as invasive species

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control, habitat restoration and prescribed burns.

Our plan for member development, training and supervision will help us achieve our desired outcomes by providing: appropriate, in-depth member training; detailed information as to what is needed and expected of each member and supervisor; and, day-to-day, face-to-face supervision of members at each site.

To ensure members comply with rules on prohibited service activities, we will incorporate this information into our introductory orientation for both members and site supervisors. Furthermore, the ACT coordinator and each site supervisor will provide oversight over each ACT member, and Conservancy program managers will provide oversight of each site supervisor, to ensure compliance. Finally, site supervisors meet regularly with members and perform two formal performance evaluations during the year to ensure compliance.

Members will interact with volunteers on a routine basis throughout the service year. We expect ACT members' involvement in leadership of our statewide volunteer program to expand our capacity to achieve our mission, while elevating the importance of volunteerism among Oregonians of all ages.

MEASURABLE OUTPUTS AND OUTCOMES

Our measurable outputs include:

- complete 45 to 75 watershed restoration projects
- apply prescribed fire to 4,000 acres
- significantly reduce populations of 1,000 priority invasive species infestations
- advance restoration work on 1,000 acres of priority habitats, including prairie, wetland, oak woodland,

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shrub steppe and juniper savanna

- work to restore over 50 miles of streams
- recruit and mobilize 1,200 volunteers, totaling 12,000 hours
- develop and mentor 39 individuals in watershed restoration and management, and volunteer engagement.

The outcomes will be healthier watersheds, improved wildlife habitat, increased volunteer participation, and well-trained conservation practitioners.

We will track these outputs and outcomes via: materials, tools and training provided to members at the beginning of their service to help them track their daily, monthly and annual activities; performance evaluations given to members, via their site supervisors, twice each year; and a bi-monthly newsletter, ACT now, compiled by ACT members and the ACT coordinator to document and celebrate ACT accomplishments.

We expect ACT will increase the amount of restoration work the Conservancy accomplishes by more than 25 percent. This figure is based on the amount of person hours we currently apply in the field and the amount of person hours ACT will add. But the figure will actually exceed 25 percent because as ACT members recruit new volunteers, those volunteers will contribute even more person hours.

In its first two years, the current ACT program has already played an important role in improving habitat conditions for many at-risk species in areas around the state. In 2007, members removed 491 weed infestations at priority sites, when our performance measure was set at 120 infestations. ACT members have developed restoration plans and participated in dozens of restoration projects across Oregon, resulting in planting of more than 20,000 native plants, shrubs and trees. They have collected

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more than 9,000 native bulbs and more than 200 pounds of native seeds that next year's ACT members will plant at selected restoration sites. ACT members in 2007 and 2008 participated in prescribed burns that helped restore more than 2,000 acres of habitat. In southwest Oregon, an ACT member led volunteer efforts to remove invasive weeds from vernal pool habitats where endangered species live. ACT members in Eugene helped construct a greenhouse to grow endangered plants. And newly armed with GIS training, our ACT member in rural northeastern Oregon created maps that staff are using to better understand how to protect a threatened plant in the area.

PLAN FOR SELF ASSESSMENT AND IMPROVEMENT

ACT members will regularly track progress toward achieving our performance measures and outputs by quantifying and reporting their activities in monthly time logs and a spreadsheet, tools that they will learn to use during orientation. The program coordinator will gather, combine and evaluate this information to ensure the program is on track to reach its goals, and will report to the Oregon Commission for Voluntary Action and Service at least three times a year on the program's progress.

To promote continuous program improvement, we will collect and evaluate feedback from volunteers, ACT members, site supervisors and the program coordinator to determine the program's strengths and weaknesses. Formal verbal and/or written feedback will be gathered mid-year and annually from partner organizations, members and site supervisors. Partners, members and supervisors will also communicate with the program coordinator any time during the year, as needed, and members will provide feedback after completing their benchmark projects. Concerns or problems that need resolution -- such as if the program is not on track to meet a goal -- will be addressed promptly by a site supervisor, program coordinator, volunteer program staff, or the Conservancy's conservation director. Based on the evaluative input from partners, members and staff, the ACT program design and performance targets

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will be reviewed annually and incorporated in the following year's planning.

COMMUNITY INVOLVEMENT

The AmeriCorps Conservation Team plays a vital role in helping the Conservancy implement key conservation actions identified in the statewide Oregon Conservation Strategy. The strategy and the actions therein are the result of an exhaustive public process that engaged key conservation and natural resource stakeholders across Oregon.

In addition, in preparing for our first AmeriCorps Conservation Team in 2006, the Conservancy involved numerous partners to determine whether ACT would be useful in helping implement the Oregon Conservation Strategy and conducting conservation work in Oregon. We considered the places where we would like to place ACT members, and our director of conservation and local field staff called local partners to ask whether they would want to work with an AmeriCorps member, what kinds of projects they had that they thought an AmeriCorps member could help with, and whether they thought there was enough service opportunities in the community for a dedicated AmeriCorps member. Some of the specific partners we spoke with include the U.S. Forest Service, U.S. Fish and Wildlife Service, Bureau of Land Management, Oregon Department of Fish and Wildlife, local watershed councils, city of Eugene, Wallowa Resources (non-profit), and the North Coast Land Conservancy. The Conservancy continues to engage these partners in identifying priority needs for AmeriCorps service, and they continue to be enthusiastic about having dedicated AmeriCorps members help implement priority conservation actions.

The Nature Conservancy in Oregon's board of trustees, which includes people from throughout Oregon - urban and rural -- from various backgrounds, worked closely with staff to develop a five-year strategic

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business plan to identify areas in the state with the highest conservation values. We updated the Strategic Plan in July 2008 and will use the plan to ensure AmeriCorps team members are working on high priority, conservation projects throughout their service period.

Throughout the program period, ACT members involve people in local communities across Oregon by mobilizing local volunteers and leading projects at Nature Conservancy sites. In addition, every ACT member is required to perform an Individual Member Development Project during their service year. The project, which can last up to 50 hours, gives the member a chance to serve with another organization in their community. In previous years, ACT members have served with a diverse range of organizations including the Oregon Food Bank, Boys and Girls Club, a Native American tribe, a county youth soccer association, and local watershed councils, among others. These independent projects allow members to further develop leadership skills, interact with other community volunteers, and help connect the Conservancy with local community organizations.

RELATIONSHIP TO OTHER NATIONAL AND COMMUNITY SERVICE PROGRAMS

The Conservancy has been successful in linking ACT members to other AmeriCorps members serving in their communities to promote intermingling. ACT members in the Portland area work with AmeriCorps LINKS members serving in two-month, seasonal field-based roles, and Northwest Service Academy teams. In Enterprise, our ACT member supervised members of the Oregon Youth Conservation Corps on restoration projects taking place at Zumwalt Prairie Preserve. The ACT member placed in Seaside has supervised several youth crews, including Tongue Point Job Corps and the Columbia River Youth Corps.

To ensure interaction among AmeriCorps programs, we invite ACT members to regional AmeriCorps

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trainings coordinated by other program coordinators and invite non-ACT AmeriCorps members to volunteer events facilitated by ACT members. For example, in three cities well outside the Portland area, ACT members keep other local AmeriCorps members apprised of volunteer opportunities on Nature Conservancy preserves.

POTENTIAL FOR REPLICATION

Oregon's director of volunteer programs and the ACT program coordinator have presented information about our existing ACT program to more than 30 Conservancy staff from other state chapters, and several partners within the state including two county-based Cooperative Weed Management Areas (partnerships of local landowners, agencies, and other stakeholders dedicated to eradicating invasive plants), and Wallowa Resources, a non-profit in northeast Oregon. We also document and share information about ACT program effectiveness, best practices, structure and logistics with volunteer program managers at other Conservancy state programs via our Intranet and volunteer program manager e-mail list.

Organizational Capability

D. ORGANIZATIONAL CAPABILITY

SOUND ORGANIZATIONAL STRUCTURE

- Ability to provide sound programmatic and fiscal oversight -

In 2001, the Conservancy celebrated its 50th anniversary as an organization and our 40th year in Oregon. Acting through our ten offices in Oregon, the Conservancy works in partnership with others on complex restoration and management issues on some of Oregon's most sensitive and important natural

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areas. The Conservancy currently owns or directly manages 133,737 acres and works with partners on hundreds of thousands of additional acres across the state. In the 40 years since volunteers founded The Nature Conservancy in Oregon, we have helped to protect well over 1.4 million acres of our state's most biologically important habitats.

The Conservancy has engaged AmeriCorps members in its work in Oregon since 1996, primarily in stewardship activities near the Portland metro area or in short-term group projects at sites around the state. In 2006, the Conservancy expanded its partnership with AmeriCorps by creating the AmeriCorps Conservation Team (ACT), which recruited, trained and supported 12 AmeriCorps members in full-time positions advancing the Conservancy's work throughout the state. It has been a successful joint venture. AmeriCorps members expanded the Conservancy's ability to recruit volunteers, restore habitat, remove invasive species, and use the best available science to drive our conservation work. The members benefitted from direct supervision from conservation professionals who mentored them throughout their service year, and the team's accomplishments benefitted fish, wildlife and people across Oregon.

The Conservancy's 57-year history and broad experience working in all 50 states and more than 30 countries has given us ample experience in managing a federal grant. The Conservancy has developed a network of people, systems, and policies and procedures that allow us to successfully manage between \$70-100 million of government funds on an annual basis. The Chief Financial Officer, based in our Worldwide Office (WO) in Arlington, Virginia, provides systems, processes, training, support, and information to finance staff in the state offices.

The Worldwide Office is technically the applicant here, but the Oregon Field Office will be responsible for every aspect of implementing and administering this grant. The Conservancy in Oregon has two experienced full-time grants specialists managing 40 to 60 government grants annually, totaling \$1.3

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million to \$1.9 million. They are responsible for grant administration, contracts, fiscal monitoring, financial reports, award tracking, and award documentation. The grants specialists work in conjunction with the project manager to ensure compliance with rules and restrictions. The grants specialists participate in ongoing training through monthly Grants Service Network (GSN) conference calls and attendance to a Finance and GSN conference every other year. In addition, any Conservancy staff member who will be the project manager for a government grant is required to attend a one-day, in-house Grants 101 training.

- Board of Directors, Administrators and Staff -

The Nature Conservancy in Oregon is an autonomous chapter of The Nature Conservancy, a global non-profit organization. The Conservancy in Oregon is managed by a local board of trustees, which helps us set priorities via a Five-Year Strategic Business Plan, annual operating plans, individualized job descriptions, and annual employee performance objectives. Our five-year plan and annual operating plan include creating and running the ACT program, which the board approved and supports as a way for us to reach our conservation goals and increase volunteerism in our organization. We keep the board apprised of any major successes, milestones or changes to the ACT program.

The Conservancy's Oregon program employs 85 staff members in 10 offices throughout the state. Our staff includes program directors and experts in: conservation, grant administration, communications, information management systems, government relations, philanthropy, human resources, and volunteer program management. We have developed dozens of internal training programs for staff. We also contract with specialists and use outside training programs to further build staff knowledge and skills.

Credentials for key project staff, including site supervisors, are described below. ACT members will be

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educated and trained by some or all of these staff members, depending on where the members are placed:

- Kyle Strauss, AmeriCorps Conservation Team coordinator, came to the Conservancy as a volunteer crew leader in 2000. Kyle served as an AmeriCorps member with the Conservancy during 2001, and in 2002 the Conservancy hired him as the Field and River Access Coordinator for the Portland Area Preserves Stewardship Team; in this position, he frequently led year-long AmeriCorps members placed at the Conservancy, as well as members placed with the Conservancy for a short period via another service organization. In 2006, Kyle accepted the new position of AmeriCorps Conservation Team (ACT) coordinator.

- Molly Dougherty, Director of Volunteer Programs, is a certified volunteer administrator (CVA) and manages the Conservancy's Oregon volunteer program. She has more than 10 years experience in leading, recruiting, screening, training and recognizing volunteers.

- Darren Borgias, Southwest Oregon Stewardship Ecologist, joined the Conservancy in 1987. Darren oversees the Conservancy's work in southwest Oregon and works closely with local communities, focusing on forest and fire ecology, prescribed burning, and prairie restoration.

- Garth Fuller, Eastern Oregon Conservation Director, joined the Conservancy's Minnesota Chapter 10 years ago and has overseen the Conservancy's work in Eastern Oregon for the past three years. Garth has a masters degree in sustainable development and conservation biology.

- Jason Nuckols, Willamette Valley Preserve Manager, joined the Oregon staff in 2004. Jason received his M.S. from Humboldt State University, where he researched the potential contribution of seed banks and fire in prairie restoration.

- Jeff Fields, Northeast Oregon Stewardship Director, has worked for the Conservancy for more than 10 years, first as a preserve manager in eastern Oregon and now as the Northeast Oregon stewardship director. He directs the Conservancy's work at five priority sites in Northeast Oregon, including Zumwalt Prairie.

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- Jimmy Kagan, Information Program Manager of the Institute for Natural Resources. Since 1986 Jimmy has been the Director of the Oregon Natural Heritage Information Center, and has also worked for the Conservancy. Jimmy oversees botanical and ecologic inventories for Oregon.

- Plan for self-assessment or improvement -

The Conservancy worldwide is governed by a volunteer board of trustees. The Oregon chapter also has a local volunteer board of trustees that helps guide our work. The Oregon chapter has a history of strategic planning and program evaluation to refine conservation strategies and program delivery. Our Strategic Business Plan is evaluated and modified every five years, and our annual operating plan is evaluated and modified yearly. Every staff member and ACT member has objectives tied to the annual operation plan. Twice yearly evaluations of ACT members and staff, by their supervisor, ensures we are working toward our goals, including the specific outputs and outcomes of ACT.

The Conservancy undergoes an annual a-133 federal audit to show we are spending federal funds correctly. We conduct internal financial audits every four years.

- Plan for effective technical assistance-

The Conservancy's volunteer program staff are available throughout the year to answer questions about designing and implementing new volunteer positions or projects. Volunteer program staff will provide volunteer management tools, including position description templates, applications, sample interview questions, work party paperwork and procedures, and recruitment tools as needed to assist members in building and expanding local volunteer programs.

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Furthermore, financial assistance is provided to site supervisors and the ACT program coordinator by the Oregon chapter's two, full-time grants specialists. The ACT program coordinator has also received training in programmatic budgeting and orientation. And finally, staff and volunteers from the Conservancy in Oregon are also supported by our Worldwide Office in Arlington, VA.

Throughout the year, supervisors and our AmeriCorps program coordinator provide regular check-in calls and in-person meetings, two formal performance evaluations, and other opportunities for AmeriCorps members to provide feedback on their service experience. Additional trainings, human resource support, technology assistance, and other support will be provided as needed from Conservancy staff in Oregon.

SOUND RECORD OF ACCOMPLISHMENT AS AN ORGANIZATION

- Volunteer generation and support -

Volunteers established the Conservancy and remain vital to our success. The Oregon volunteer program currently involves more than 800 individual volunteers each year. Together, volunteers contribute more than 25,000 hours of time and talent toward helping the Oregon program meet its annual conservation goals. The program recruits volunteers of varying ages and backgrounds through the Conservancy's and other Web sites, our weekly volunteer email listserv, brochures, public service announcements, volunteer databases of potential volunteers who have contacted the Conservancy, and volunteer orientation materials. Depending on their skills, Conservancy volunteers have a wide range of responsibilities, including approving policy, directing conservation efforts, overseeing finances, monitoring vegetation and wildlife on our preserves, assisting with general office work, restoring wildlife habitat, speaking to the public about our mission, researching, writing or editing reports, and tracking

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valuable information about threatened and endangered species.

The Conservancy recognizes this impressive volunteer achievement through awards, celebration events, and newsletter and newspaper articles. These tremendous volunteer efforts, equivalent to the work of 14 full-time staff members, greatly expand the ability of the Conservancy to fulfill its mission in Oregon by allowing us to: increase land management to protect the diversity of life on Earth; introduce more Oregonians to the enjoyment of scenic areas and conservation practices; and increase the involvement of the community in protecting its natural assets.

The volunteer program is managed by a director of volunteer programs, with support from AmeriCorps members and staff who supervise volunteers in the field and in our offices around the state. Our director of volunteer programs holds a Certified Volunteer Administrator (CVA) credential, has served as the Conservancy's Oregon volunteer program director for 10 years, is co-chair of the Conservancy's organization-wide Volunteerism Cabinet, and is an active member and past board member of Northwest Oregon Volunteer Administrators Association (NOVAA), a professional association for volunteer management professionals.

- Organizational and community leadership -

The Conservancy has a long track record of success addressing some of the most complex endangered species and ecosystem protection, restoration and management issues. Over our 47-year history in Oregon, we have protected habitat for dozens of at-risk species, reduced non-native invasive species populations, and restored condition and function to rivers, wetlands, forests and grasslands. For example, we reduced some of the most difficult invasive species populations in Oregon, restored prairie habitat for very rare plants near Medford, improved habitat for bull trout in southcentral Oregon, and

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removed passage barriers for fish in northeast Oregon.

Our stewardship efforts have attracted many awards. The Portland Area Preserves Stewardship Team has won Metro's 2001 Sandy River Volunteer Award; Sandy River Watershed Council's 2003 Stewardship Award; Metro's 2003 Sandy River Stewardship Award; Oregon Invasive Species Council's 2004 Outstanding Defender Award; and The Nature Conservancy's 2005 Outstanding Partnership Award. Our director of conservation, Cathy Macdonald, won the National Wetland Conservation and Restoration Award from the Environmental Law Institute.

We actively recruit community members to be involved in our work. We started the Zumwalt Advisory Board, which ensures community participation in management decisions made on our Zumwalt Prairie Preserve in northeast Oregon. We co-chair the Upper Klamath Working Group, near Klamath Falls, which includes diverse stakeholders to develop solutions to agricultural and endangered species issues associated with water allocation. We manage the Lower Willow Creek Cooperative Weed Management Area near our Boardman Grasslands in northcentral Oregon. And we have partnered with two private electric utilities, Portland General Electric and PacifiCorp, to create the Healthy Habitat Partnership, which invests customer donations into 14 salmon habitat projects across the state.

- Success in securing match resources -

The ACT program is currently funded by a combination of foundation and individual donor support. The two largest individual donors to the program were not major donors prior to the creation of the AmeriCorps program and, after learning more about the program, increased their giving significantly in order to support this exciting initiative. In addition, we secured a new three-year gift from the Oregon Community Foundation for the program, and through their Community Grants program, were exposed

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to several new donor-advised funds. Several corporations have supported the program over the last three years and we anticipate reaching out to more corporations, foundations and individuals who are particularly interested in supporting environmental education, community outreach and conservation volunteerism. ACT was able to meet match level requirements for all funding years beginning in 2006. Based on our successful history and ability to secure diverse future support, we will continue to meet match requirements in the coming cycle.

SUCCESS IN SECURING AND GROWING COMMUNITY SUPPORT

- Collaboration -

The Conservancy is very active in the communities we serve. We collaborate with numerous small, local groups in Oregon, as well as local staff from federal and state agencies, and other large non-profits such as Defenders of Wildlife. These partnerships allow us to communicate and share information that increases the quality and reach of our conservation efforts.

For example, in Wallowa County one of our staff is a member of the county's Natural Resources Advisory Committee, which includes county commissioners, loggers, ranchers, environmentalists and more. The committee has created a visionary management plan for salmon and wildlife that aims to improve watershed and habitat conditions, maintain the county's rural lifestyle, and also create economic opportunities from restoration work. Most recently, the committee completed an assessment of one of the county's watersheds and is actively implementing projects on the ground to improve conditions for fish, while also improving the health of grasslands and grazing areas. The effort will continue in watersheds throughout the county. The committee and its restoration work have been lauded nationally as a model of natural resource collaboration.

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- Local financial and in-kind contributions -

The Nature Conservancy in Oregon is the state's largest conservation organization, with a fiscal year 2008 operating budget of \$12.8 million. For the last few years, our budget has grown by about 8 percent or more each year. Our membership has been stable for the last few years at 22,500 member households, having risen significantly during the 1980s and 1990s when we focused more resources on new member acquisition. In addition, membership has diversified as we broadened our appeal to rural areas. In recent years, we have focused on major gifts fundraising, thus raising more private funds from roughly the same number of donors. Our Worldwide Office handles the majority of our membership fundraising/solicitations from donors who give less than \$1,000, while the Oregon staff focuses on about 120 donors who give \$1,000 or more annually, and another 250 donors who either give or have the potential to give gifts of \$10,000 or more each year. We spend more time with these donors on field trips, at local events, and in face-to-face meetings, updating them on our conservation work, learning about their interests, and connecting them with projects that fit their interests.

- Wide range of community stakeholders -

Community stakeholders working with our organization have increased dramatically over time as we have shifted our focus in the last 10 to 15 years from solely buying, restoring and managing our own lands, to taking a larger landscape view whereby we involve local communities in restoring and managing our preserves, and we help local communities restore and manage their own private and public lands. Our local community stakeholders include county and city officials and agencies, state land and wildlife agencies, local conservation organizations, water-user groups, watershed councils, local offices of federal landowning agencies (such as U.S. Forest Service and U.S. Bureau of Land

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Management), local offices of federal wildlife managers (such as U.S. Fish and Wildlife Service), and local volunteers.

Membership has grown over the last two decades and currently we have 22,500 member households in Oregon. Furthermore, we have had an increase in volunteers. In 1999, we reported 500 volunteers contributing 12,000 hours of service. In 2008, we reported more than 800 volunteers contributing 25,000 hours thanks to efforts of our current ACT program. Both members and volunteers have become more diverse as we have acquired more members and volunteers in rural areas. Furthermore, people in Oregon have become more aware of the Conservancy over the years and indicate they approve of our work. In polling done in 1998 and again in 2005, the percentage of Oregonians who had a very favorable view of our work increased from 20 to 30 percent, and the percentage of Oregonians who were not very familiar with us dropped from 30 to 19 percent.

- Special circumstances -

Because we are an international organization, we have significant resources in staff, finances and expertise that we can bring into Oregon's rural communities. Many of these communities have resource-based economies, most of which are floundering, and do not have local philanthropic support or corporate resources.

Cost Effectiveness and Budget Adequacy

E. COST EFFECTIVENESS AND BUDGET ADEQUACY

COST EFFECTIVENESS

- Corporation cost per member service year (MSY) -

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Our budget is calculated based on having 14 full-time members at a cost per member service year of \$11,443. This is a reduction from our MSY cost during our first term of the ACT program however we are maintaining a high level (47%) of match.

- Diverse non-federal support -

Non-federal support for ACT comes primarily from two private donors as well as the Oregon Community Foundation. We have also been encouraged to submit a proposal to the private foundation of another donor for funding in 2009. The ACT program has proven to be a popular program among donors, and the monthly newsletter is occasionally shared with donors to communicate accomplishments taking place across the state.

In addition, several corporations have supported the program over the last three years, and in 2009 we will reach out to more corporations, foundations and individuals. The Conservancy's private donors in Oregon include 100 corporate members.

Although the Conservancy is a relatively new AmeriCorps program, we are maintaining a high level of matching funds (around 50 percent), which we have kept from the start of the collaboration.

BUDGET ADEQUACY

CNCS funds will be used to provide ACT members with living allowances, FICA, and worker's compensation. The Conservancy is using matching funds to pay for the rest of member expenses, including orientation, trainings, member development, materials and supplies, travel expenses, and

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health insurance.

We have decided not to ask for reimbursement of indirect costs on the CNCS funds -- including time spent by supervisors and support staff such as human resources, TIS, and others -- so that all CNCS funds go to directly support the program. However, we are including indirect costs as match.

Our budget factors in the need for significant travel for members to attend field trips and perform restoration activities in rural areas throughout the state. Since ACT members are spread across Oregon - - the ninth largest state in the country, over twice the size of Pennsylvania -- we have a significant travel budget. We have budgeted 6,000 travel miles per year for Conservancy staff travel, namely the program coordinator's travel throughout the year and site supervisor travel for attending orientation. We have budgeted 10,000 miles for member travel throughout the year for trainings and team service projects. We also budgeted 6,000 miles of travel for the Roving Crew, which will be composed of five members traveling frequently in fall when prescribed burning projects are taking place at our preserves across the state. The Conservancy provides vehicles for transportation, as well as fuel and maintenance. When appropriate, according to the Conservancy's standard operating procedures, we also pay for food and lodging.

Much of the Roving Crew's travel will utilize existing Nature Conservancy vehicles, but there will be some rental vehicle needs and we have budgeted for rental fees and gas for those occasions. Crew members will be staying overnight at our preserves or on partners' properties for roughly half the nights in the field. We have included funds in the budget to pay for group camp sites at campgrounds for the other half of the nights.

We provide computers, software and other equipment for all members. In requisite cases, we provide

Narratives

GIS equipment, Palm computers and software, personal fire protection and equipment, camping supplies and tools, and more. In addition, we have budgeted funds to purchase field safety gear including leather gloves, gloves with rubber palms, helmets, safety goggles, rain gear, rubber boots and masks. Finally, we will provide each member with the standard AmeriCorps service gear package, which includes shirts and vests with the AmeriCorps logo.

All supplies for the project will be purchased using Conservancy funds. While we have listed the major supplies we anticipate purchasing, if other needs occur, we will purchase those supplies with Conservancy funds as well.

We have also budgeted for significant training, certification and licensing events. Our proposal includes several modules of training for ACT members. Conservancy staff members will lead some of the trainings, and some will be taught by contractors or partner agencies. The Conservancy is donating the use of our conference room for half the trainings. The other trainings will be completed at the site of the contractor. Training costs from contractors will be relatively low, because we will use contractors we have worked with for many years, who often give us discounts or pro-bono donations of their time. For example, a public speaking trainer that has been supplying his services at orientation at the beginning of each service year has agreed to continue offering his training to our members free of charge, which we show as in-kind match on our budget.

The major trainings being offered are listed in the budget. Orientation, Oregon Commission trainings and other additional trainings are broken out by line item.

All of these budgeted items will help us meet our stated outputs, which include implementing prescribed burns, removing invasive species, restoring wetlands and streams, recruiting volunteers, and more.

Narratives

Placing fully trained, well-equipped AmeriCorps members in rural areas throughout the state will bring much-needed conservation resources to these communities. This will improve quality of life for people in these communities, as all communities benefit from access to restored wild places and the clean air, water, scenic beauty and recreation they provide.

Evaluation Summary or Plan

An Evaluation Plan for the AmeriCorps Conservation Team Program

Introduction: In order to evaluate the AmeriCorps Conservation Team (ACT) program, the Conservancy has drafted an evaluation plan incorporating methods and practices used by other programs within the Oregon commission portfolio. The plan uses various methods to collect appropriate data, including: polling AmeriCorps members, supervisors, and the program coordinator at various stages throughout the grant cycle.

Purposes: The purpose of this evaluation plan is to ensure the ACT program meets the evaluation requirements of the Corporation for National and Community Service. Additionally, it will be used to assess the impact of the AmeriCorps experience on members; to report progress to other funders; and as a management and decision-making tool to improve and refine our program

Audiences and Decisions: The results of the evaluation will be shared with the Corporation for National and Community Service during the reapplication process; with Conservancy staff and partners to assist with continuous improvement efforts; and with the Conservancy's Oregon board of trustees for review and future planning. The Oregon Commission will also use the evaluation as one part of the monitoring and future funding process.

Logistics:

Narratives

- Development of ACT Performance Measures -- TNC and Oregon Commission
- Development of Civic Engagement Survey Oregon Commission
- Administration of Pre/Post Civic Engagement Survey -- AmeriCorps Program Managers
- Data Input & Analysis of Survey Data -- Oregon AmeriCorps Program Officer
- Collection of AmeriCorps Satisfaction Survey Data -- on-line survey; analysis by Oregon AmeriCorps Program Officer
- Data collected and analyzed by Kyle Strauss, ACT Program Coordinator, and in some cases (AmeriCorps Satisfaction Survey) by Patricia Bollin, Oregon AmeriCorps Program Officer

Questions: Questions will be developed according to the specific evaluation or questionnaire aims, whose audience will be either ACT members; the ACT coordinator; or the Conservancy's staff site supervisors for ACT members. The evaluations will address the following key questions:

Process Questions: Understanding how the program really works, and its strengths and weaknesses.

These questions will be addressed in the site supervisor survey:

- Does the program meet critical Statewide Program Standards?
- Do staff identify appropriate Standards in need of improvement?
- What types of civic engagement training and support does the program provide for members -- hours, materials, opportunities?
- What is the impact of the scope and structure of the AmeriCorps program; geographic region; type (team versus intermediary); staffing pattern?

Outcome Questions: Identifying benefits to members. These questions will be used for mid-year and end-of-service evaluations, and the civic engagement survey:

- Did AmeriCorps service and civic engagement training impact AmeriCorps members by the end of

Narratives

their service year (pre/post survey)?

- What is the perception of members regarding training and support they received (Member Satisfaction Survey)?
- Did ACT members have a satisfactory AmeriCorps experience in the ACT program?
- What are the recruitment and retention rates of the program?

Methods:

- Survey Questionnaire
- Pre- and Post-Survey
- Data Analysis

Sample and Instrumentation:

- All ACT members will complete a pre-civic engagement survey and a post-civic engagement survey
- At least 70 percent of all ACT members will respond to an online member satisfaction survey in mid-May provided by the Oregon Commission Program Officer
- The ACT program coordinator will complete the Oregon AmeriCorps Program Self Assessment (based on The Corps Network ECO model) each year
- Oregon Volunteers Program Officer will compile base line information on program characteristics and status for each program

Limitations: The Civic Engagement Survey, which was developed by the Regional Research Institute of Portland State University (RRI) in coordination with staff from the Commission, is still a relatively new evaluation tool being used by the programs of the Oregon portfolio. Continued analysis will determine if this survey will be used in the future. Because AmeriCorps members tend to enter service with a higher than average level of commitment and community service experience, we do not anticipate seeing large

Narratives

stage gains in all areas.

Timeline:

For each ACT service year (Jan-Dec), the ACT program will use the following evaluation cycle:

January - Civic Engagement Survey: Prior to service, incoming members complete civic engagement survey. ACT program coordinator will compile performance measures from the preceding service year and submit them to Oregon Commission

February - Objectives: ACT members and site supervisors will develop objectives for the year by filling out the Conservancy's Objectives form.

April - Performance Measures: ACT program coordinator will compile first quarter performance measure reporting and submit to Oregon Commission.

June - Mid-year Evaluation: Members, the ACT Program Coordinator and site supervisors will review each member's objectives and make progress notes. In addition, members will complete a mid-year evaluation questionnaire related to trainings and service, and meet with ACT program coordinator about their year to date.

October - Performance Measures: ACT program coordinator will compile second quarter performance measure report and submit to Oregon Commission.

December - End-of-term evaluation: Members, ACT program coordinator and site supervisors will

Narratives

review each member's the objectives and mid-year evaluation, provide written and verbal feedback to each other, and sign and submit forms. In addition, members will complete End-of-year Evaluation Questionnaire related to trainings and service, and meet with ACT program coordinator. Outgoing members will complete the Civic Engagement Survey upon completion of service. And finally, every year, the ACT program coordinator will work with the Oregon Commission Program Officer to complete the Oregon AmeriCorps Program Self Assessment, and every third year the ACT Program Coordinator will survey site supervisors about their experience with ACT.

A full program evaluation would occur in 2010, be analyzed and written in 2011 with results implemented in 2012.

Some elements of the Evaluation Plan are based on Project STAR Templates which can be found at:
http://nationalservicerresources.org/resources/online_pubs/perf_meas/eval_resources.php
Elements of the Objectives and Appraisals forms can be found on the Conservancy's internal website
<http://home.tnc/hr/performance/index.html>

Amendment Justification

N/A

Clarification Summary

Regarding member supervision:

If any problems or issues arise during the year, the member can first go to their site supervisor. If the member needs further assistance they can either call or email the ACT program coordinator. If the issue pertains to health benefits they are able to receive assistance from Conservancy Human Resources staff. These options are explained to the members during orientation week.

Regarding Budget item Section A:

Narratives

Full time program manager at 97.85%:

While the program manager is nearly full time, to have clean accounting, we do not plan to charge match for the time (approximately 2%) the program coordinator is involved in Conservancy work that is unrelated to the ACT program.

10 supervisors in budget:

Because 1 of the supervisors is from an outside partner agency, the Conservancy can only reasonably track time for 9 of the supervisors, and since we won't need that match we will not pursue match from the supervisor's time with the partner organization.

Regarding Budget item Section B: Personnel Fringe Benefits:

Our fringe and indirect rate are negotiated with our cognizant agency and each year they issue a NICRA letter formalizing these rates. This letter can be included upon request.

Regarding Budget item Section C: Staff travel is to service sites, and food for member travel is only for required overnight travel, as per Conservancy Standard Operating Procedures (SOP).

Regarding Budget item Section E: cell phone charges moved to section I.

Regarding Budget item Section G: While all members receive a base set of trainings, some attend specific trainings based on their service duties, thus not all members attend all trainings.

Regarding Budget item Section I: CNCS travel moved to section C.

Regarding vulnerable populations: All AmeriCorps members, and the supervisors included in the budget who will serve vulnerable populations will receive criminal background checks.

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The effective start date for the program would be January 9, 2012. The end date would be December 7, 2012.

The following clarifications are in response to requests for clarifications from April, 2011.

Criminal Background Check: The Nature Conservancy acknowledges the changes required by the Serve America Act and that all three components (NSOPR, state registry and FBI) of the background check are being administered for required staff and members.

Member Connection to Service: The ACT program instills an AmeriCorps identity by providing AmeriCorps shirts and gear to each member during orientation, and AmeriCorps signs are displayed at each service site throughout the year. Besides reciting the AmeriCorps pledge ACT members also participate in discussion about national service during orientation. Throughout the year there is involvement with national days of service, participation in statewide AmeriCorps events, and AmeriCorps week events, and ACT members are also encouraged to seek out partnerships with other AmeriCorps programs/members for service events throughout the year.

Regarding Budget item section A:

Program Coordinator is listed at 90%, and though they will spend the full time managing the program, this allows for vacation/holiday/sick time that will not be shown as match.

Regarding Budget item section G

Member training budget has been adjusted, and does not show public speaking training, along with several other trainings that are provided in-kind by The Nature Conservancy. Please note these trainings

Narratives

will still be provided to all members, but are just not being shown in the final budget.

May 2011: Regarding Performance Measures

Based on recent feedback we have deleted our performance measures and have opted into the National Performance Measures. Our program's achievements can now be included in Performance Measure EN4 which is "public lands cleaned or improved."

Continuation Changes

YEAR 3 CHANGES:

The Nature Conservancy's is requesting one additional MSY to our program of 13 MSYs for the 2011 cycle. With permission to request this granted from Oregon Volunteers, the Oregon Commission for Voluntary Action and Service, we would like to carefully expand our AmeriCorps Conservation Team from 13 members to 14 members for the third year of this program cycle. The additional member would serve as a Communications Programs Associate. The member would develop outreach and educational materials to disseminate information about our conservation work to priority audiences; interact with volunteers and staff statewide; develop and write stories to communicate the importance of service and volunteer work; help develop and maintain a photo database; help maintain social media sites for the Oregon chapter of the Conservancy; and participate in field work at local preserves. The member would receive direct supervision from the Conservancy's Communications Director, and would receive programmatic support from the AmeriCorps Conservation Team Coordinator, an AmeriCorps alumnus. The additional member would easily integrate to our existing program, and could help improve collaboration and communication among AmeriCorps Conservation Team members and Conservancy staff by producing materials for newsletters, websites, social media outlets and other resources. Stories and photos from AmeriCorps Conservation Team members in action from around Oregon could more easily be shared and distributed.

Narratives

The additional member will allow us to update our performance measure on Sustainability, that reads: AmeriCorps members will create or augment materials such as newsletters, volunteer databases, volunteer recruitment announcements, volunteer training presentations, volunteer correspondence tools, volunteer positions descriptions, interview procedures or orientation materials and recognition and awards programs. With the additional member, we can augment 30 such materials each year. The member should also help us reach more volunteers, so we have increased that performance measure result to read "Each year ACT members will recruit and mobilize 425 volunteers that will contribute 4,250 hours of time."

- Corporation cost per member service year (MSY) -

Our budget is calculated based on having 14 full-time members at a cost per member service year of \$12,620. Our request for increased funds from CNCS is to cover living allowance costs, along with increased costs associated with the background checks. Our match percentage is set at 41% which is higher than the minimum match requirement of 34% for a program in year 6.

Regarding Budget item Section A:

Full time program manager at 95%: While the program manager is nearly full time, to have clean accounting, we do not plan to charge match for the time (approximately 2%) the program coordinator is involved in Conservancy work that is unrelated to the ACT program.

4 supervisors in budget: Because 1 of the supervisors is from an outside partner agency, the Conservancy can only reasonably track time for 9 of the supervisors. We're only planning to track time for 4 of them since we won't need that entire amount of match.

Regarding Budget item Section B: Personnel Fringe Benefits: Our fringe and indirect rate are negotiated with our cognizant agency and each year they issue a NICRA letter formalizing these rates. This letter can be included upon request.

Regarding Budget item Section C: Staff travel is to service sites, and food for member travel is only for

Narratives

required overnight travel, as per Conservancy Standard Operating Procedures (SOP). Member travel has been reduced slightly based on previous year's totals.

Regarding Budget item Section G: While all members receive a base set of trainings, some attend specific trainings based on their service duties, thus not all members attend all trainings.

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 13

Service Categories

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.)

ACT members will remove invasive species, remove, repair or maintain trails and fences, collect native seeds and plant native plants to restore natural functions of priority habitats. Members trained in fire safety will restore native ecosystems by participating in prescribed burns at select sites. Members will also participate in monitoring and research projects to help managers determine best management practices for various habitats.

Result: Intermediate Outcome

Result.

Through member actions of removing weeds, improving trails/fences, planting native species, and conducting prescribed burns Oregon Nature Preserve Managers will report # of acres served were restored to 95% of the standard set for improved habitat.

Indicator: Nature Preserve Managers will report # of acres served were restored to 95% of the

Target : 95% standard set for improved habitat

Target Value: 95

Instruments: Reports and logs from members and Nature Preserve Managers

PM Statement: ACT members will remove invasive species, remove, repair or maintain trails and fences, assist with prescribed fires, collect native seeds and plant native plants to restore natural functions of priority habitats to within 95% of the standard set for the habitat across 1,800 acres of lands in Oregon.

National Performance Measures

Result.

standard set for improved habitat.

Result: Output

Result.

By planting removing weeds, repairing, removing or building fences, planting native seeds/bulbs, and performing prescribed burns to select sites Oregon will see an increase of restored habitats of an area totaling 1800 acres.

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

Target : 1800 acres of select habitats

Target Value: 1800

Instruments: reports and logs from members and Nature Preserve Managers

PM Statement: ACT members will remove invasive species, remove, repair or maintain trails and fences, assist with prescribed fires, collect native seeds and plant native plants to restore natural functions of priority habitats across 1,800 acres of lands in Oregon.

Required Documents

Document Name

Status

Evaluation

Not Applicable

Labor Union Concurrence

Not Applicable