

## PART I - FACE SHEET

| <b>APPLICATION FOR FEDERAL ASSISTANCE</b>   |   | 1. TYPE OF SUBMISSION:<br>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:<br><br>21-JAN-11   | STATE APPLICATION IDENTIFIER:  |              |         |          |         |          |         |          |         |                   |         |          |               |  |  |
| 2b. APPLICATION ID:<br><br>11ES124572   | 4. DATE RECEIVED BY FEDERAL AGENCY:   | FEDERAL IDENTIFIER:<br><br>10ESHNH0010001  |              |         |          |         |          |         |          |         |                   |         |          |               |  |  |
| <b>5. APPLICATION INFORMATION</b>   |   |  |              |         |          |         |          |         |          |         |                   |         |          |               |  |  |
| LEGAL NAME: Student Conservation Association, Inc.<br><br>DUNS NUMBER: 040245227  | NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes):<br><br>NAME: Michael Vecchiarelli<br><br>TELEPHONE NUMBER: (603) 485-2191<br><br>FAX NUMBER:<br><br>INTERNET E-MAIL ADDRESS: mvecchiarelli@thesca.org                                |  |              |         |          |         |          |         |          |         |                   |         |          |               |  |  |
| ADDRESS (give street address, city, state, zip code and county):<br>P.O. Box 550<br>689 River Road<br>Charlestown NH 03603 - 4171<br>County: Sullivan   |   |  |              |         |          |         |          |         |          |         |                   |         |          |               |  |  |
| 6. EMPLOYER IDENTIFICATION NUMBER (EIN):<br><br>910880684   | 7. TYPE OF APPLICANT:<br>7a. Non-Profit<br><br>7b. Service/Civic Organization<br>National Non-Profit (Multi-State)  |  |              |         |          |         |          |         |          |         |                   |         |          |               |  |  |
| 8. TYPE OF APPLICATION (Check appropriate box).<br><br><input type="checkbox"/> NEW <input type="checkbox"/> NEW/PREVIOUS GRANTEE<br><input checked="" type="checkbox"/> CONTINUATION <input type="checkbox"/> AMENDMENT<br>If Amendment, enter appropriate letter(s) in box(es): <input type="text"/> <input type="text"/><br><br>A. AUGMENTATION        B. BUDGET REVISION<br><br>C. NO COST EXTENSION    D. OTHER (specify below):   | 9. NAME OF FEDERAL AGENCY:<br><b>Corporation for National and Community Service</b>   |  |              |         |          |         |          |         |          |         |                   |         |          |               |  |  |
| 10a. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER:94.006<br>10b. TITLE: AmeriCorps Fixed Amount Grant (State)  | 11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT:<br>SCA-New Hampshire Corps  |  |              |         |          |         |          |         |          |         |                   |         |          |               |  |  |
| 12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc):<br><br>The Student Conservation Association proposes to continue the residential New Hampshire Corps (SCA-NH Corps.) Based in a historic CCC camp in Bear Brook State Park since 1994, SCA-NH Corps members will carry on conservation service;   | 11.b. CNCS PROGRAM INITIATIVE (IF ANY):   |  |              |         |          |         |          |         |          |         |                   |         |          |               |  |  |
| 13. PROPOSED PROJECT: START DATE: 01/01/12      END DATE: 12/31/12  | 14. CONGRESSIONAL DISTRICT OF: a.Applicant <input type="text" value="NH 002"/> b.Program <input type="text" value="NH 002"/>  |  |              |         |          |         |          |         |          |         |                   |         |          |               |  |  |
| 15. ESTIMATED FUNDING: Year #: <input type="text" value="2"/>   | 16. IS APPLICATION SUBJECT TO REVIEW BY STATE EXECUTIVE ORDER 12372 PROCESS?<br><br><input type="checkbox"/> YES. THIS PREAPPLICATION/APPLICATION WAS MADE AVAILABLE TO THE STATE EXECUTIVE ORDER 12372 PROCESS FOR REVIEW ON:<br><br>DATE:<br><br><input checked="" type="checkbox"/> NO. PROGRAM IS NOT COVERED BY E.O. 12372 |  |              |         |          |         |          |         |          |         |                   |         |          |               |  |  |
| <table border="1" style="width: 100%; border-collapse: collapse; font-size: small;"> <tr> <td style="width: 20%;">a. FEDERAL</td> <td style="text-align: right;">\$ 390,000.00</td> </tr> <tr> <td>b. APPLICANT</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>c. STATE</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>d. LOCAL</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>e. OTHER</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>f. PROGRAM INCOME</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>g. TOTAL</td> <td style="text-align: right;">\$ 390,000.00</td> </tr> </table> | a. FEDERAL  | \$ 390,000.00  | b. APPLICANT | \$ 0.00 | c. STATE | \$ 0.00 | d. LOCAL | \$ 0.00 | e. OTHER | \$ 0.00 | f. PROGRAM INCOME | \$ 0.00 | g. TOTAL | \$ 390,000.00 | 17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT?<br><input type="checkbox"/> YES if "Yes," attach an explanation. <input checked="" type="checkbox"/> NO |  |
| a. FEDERAL  | \$ 390,000.00   |  |              |         |          |         |          |         |          |         |                   |         |          |               |  |  |
| b. APPLICANT  | \$ 0.00   |  |              |         |          |         |          |         |          |         |                   |         |          |               |  |  |
| c. STATE  | \$ 0.00   |  |              |         |          |         |          |         |          |         |                   |         |          |               |  |  |
| d. LOCAL  | \$ 0.00   |  |              |         |          |         |          |         |          |         |                   |         |          |               |  |  |
| e. OTHER  | \$ 0.00   |  |              |         |          |         |          |         |          |         |                   |         |          |               |  |  |
| f. PROGRAM INCOME   | \$ 0.00   |  |              |         |          |         |          |         |          |         |                   |         |          |               |  |  |
| g. TOTAL  | \$ 390,000.00   |  |              |         |          |         |          |         |          |         |                   |         |          |               |  |  |
| 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:<br><br>Michael Vecchiarelli   | b. TITLE:<br><br>Program Director   | c. TELEPHONE NUMBER:<br><br>(603) 485-2191   |              |         |          |         |          |         |          |         |                   |         |          |               |  |  |
| d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:  |   | e. DATE SIGNED:<br><br>05/05/11  |              |         |          |         |          |         |          |         |                   |         |          |               |  |  |

## Narratives

### Executive Summary

SCA-NH Corps will recruit Americorps members who will serve throughout the state for 1700 hours of service each. In 2011-2013, these members will positively affect the lives of thousands of students, hundreds of teachers, and millions of visitors to NH public lands. SCA-NH Corps members will serve the first portion of their term implementing environmental education curriculum in Manchester and Allenstown, NH public schools. The second portion of their term of service will be spent providing direct conservation service throughout the state of NH.

### Rationale and Approach

The Student Conservation Association (SCA), the nation's leading provider of youth conservation service, proposes to continue the residential SCA-NH Corps with funding by the CNCS. Based in a historic Civilian Conservation Corps camp in Bear Brook State Park since 1994, SCA-NH Corps members carry on this tradition of service through classroom and after-school environmental education, direct conservation service, and volunteer management.

SCA-NH Corps mission is to preserve the natural, recreational and cultural resources of the state, educate the next generation of conservation stewards, and engage communities in conservation service. These same goals have been identified as priorities by the NH Division of Parks and Recreation, Manchester public schools, and other local and state youth and conservation organizations. State budget constraints have placed increasing demands on NH's natural resource management agencies and school systems--particularly in the underserved urban and low-income neighborhoods of Manchester and Allenstown. SCA-NH Corps will help these organizations and communities meet their needs by integrating a broader cross-section of the community into conservation service and education.

SCA-NH Corps will recruit 30 full-time (30 MSY) members who will serve throughout the state for a ten-month term of service. In 2011-2013, these members will positively affect the lives of thousands of

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students, hundreds of teachers, and millions of visitors to NH public lands. SCA-NH Corps will include:

\*First half the service year, 26 to 28 Americorps members in teams of two to three educating and mentoring over 2000 youth in urban and low-income schools in Manchester and Allentown, NH. Members will support teachers and staff in schools that have been identified as needing services under Title I and the No Child Left Behind Act. They will increase students' understanding of conservation, land stewardship and ecological issues through environment-based lessons, and after-school programs, and recruit volunteers for service learning projects and public events.

\*Second half of the service year, these members divide into three teams to provide direct conservation service throughout the state. Projects will take place from urban parks in Nashua and Manchester, to the high country of the White Mountains, to the back woods of the North Country. They will include trail construction and rehabilitation, ADA accessible trail design and construction, native plant restoration, erosion control efforts and natural area interpretation in both urban and remote parks.

\*Second half of the service year four to six members will be Individually Placed AmeriCorps Interns , providing interpretive services, infrastructure support and volunteer management to NH non-profit and state land management agencies.

\*For the full year, two to four AmeriCorps members will lead the Manchester Conservation Leadership Corps, engaging diverse and low-income urban high school students in year-round service learning and conservation service.

\*Mobilization of more volunteers. NHCC AmeriCorps members will recruit over 1500 volunteers contributing over 10,000 hours of conservation service to NH.

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SCA will recruit people from across America to serve as AmeriCorps members in NH. As SCA-NH Corps members, they will grow both as individuals and as a community, ready to take their places in a new generation of conservation and citizen leaders. They will complete critical hands-on environmental conservation service projects, while engaging community residents, especially young people, to become active and educated conservation stewards. By setting an example for others through their service, SCA-NH Corps members will leave a legacy of accomplishments and help to foster an ethic of stewardship and civic engagement in generations to come.

### Summary of Accomplishments

The SCA-NH Corps currently receives funds from CNCS, and prides itself on fifteen years of successful service. In 2010, finishing the third year of the current CNCS three-year grant, NHCC provided vital educational and conservation resources to the state of NH. The program enjoyed great support from partner organizations and continues to build partnerships throughout the state that have expanded the scope and impact of our members' service. SCA-NH Corps has accomplished or surpassed all of its objectives to date. Member retention has been 85 to 100%. In 2008, 28 members served and leveraged over 1500 volunteers. In 2009 28.5 members served (including 5 ½ MSY) to over 2000 youth and leveraged more than 1700 volunteers.

### Accomplishments during Current Grant Cycle (2010)

2010 continued to be a year of significant change, growth and success for the NH Corps program. Building off the changes to our model in 2008, 2009 the 2010 program year saw increases in both corps members and partnerships throughout NH, changes in staffing, and refinement of the change in the ten-month program cycle. While the NH Corps took on more conservation and education initiatives than ever before, most importantly, the quality of these programs continued to raise the bar for future years.

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Twenty-ninemembers from across the country came to serve in NH. This was one short of the thirty MSY slated but, instead, two ½ year MSY were created. Members worked with young students from Manchester and Allenstown for five months delivering environmental education lessons and providing much needed positive adult mentorship. SCA-NH Corps members spent six months serving the lands of NH by completing vital conservation service projects for an array of land management agencies, towns, and non-profit organizations. Our members shared the wonders of nature with hundreds of students through field trips, worked with Manchester high school students to develop the next generation of conservation leaders, organized an Earth Day event for the state's largest city, developed programs for visitors to NH's most popular State Parks, assisted agencies with strategic plans, managed summer nature camps, built trails and timber bridges, maintained campgrounds, restored historical structures, and learned the importance of working together to achieve all of these successes.

Despite the ever present backlog of need for our program services, our partners were stretched for funds. We went into 2010 making cuts in our program spending, unsure if our conservation season was going to fill. The American Recovery and Reinvestment Act provided much-needed financial relief and made filling our conservation work possible. Without that match replacement, our program faced serious financial hardship and we may have had to make difficult decisions regarding continuation of the program.

Two ½-year MSY slots were created for the 2010 year. Additionally, two MSY members dropped out due to personal circumstances. The two ½-year MSY were placed with the NH Parks Discover the Power of the Parks Interpretive program. There was not enough time left in the program year to refill the vacant slots outside of these two ½-year MSY.

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Highlights from the SCA-NH Corps 2010 program year:

\*By the year's end, the equivalent of 28 1/2 SCA NH Corps members contributed over 50,000 hours of service to the State of NH in 2010.

\*The volunteer labor they contributed is valued at over \$1,200,000 according to Independent Sector.

\*A total of over 450,000 people benefited from the service of SCA NH in 2010

\*Members served in over 50 classrooms in 13 public schools in Manchester and Allenstown, NH.

\*Reached over 1,500 Manchester and Allenstown students through the delivery of a nine-week education program.

\*Brought over 600 students to the State Park for educational field trips led by our six Discover the Power of Parks Rangers.

\*An additional Fall out reach park program reached over 1000 participants, bringing the total to over 17,000 reached through the Discover the Power of Parks Rangers

\*Students from every partnering school and classroom completed service-learning projects.

\*Mentored and tutored over 650 young people at after school programs in Manchester including the Salvation Army Tutoring Center, 21st Century, and Kid's Café and UNH Cooperative Extension 4-H Gone Wild Program.

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\*Two members led the Manchester high school program, engaging young men and women in leadership development, environmental education, and conservation skills and career training.

\*Led 12 Manchester Conservation Leadership Corps participants on two-week conservation crews in White Mountain National Forest.

\*According to surveys of partnering agencies, projects will benefit over 435,000 public land users in NH.

\*Reconstructed 5 cabins at Bear Brook State Park, Spruce Pond Camp bringing a total of 10 cabins restored in the last two program years.

\* Trail Structures 435 were completed

\* New Trail (Linear feet / Miles) 1187 ft/2.25 miles

\* Stepping Stones (qty) 92

\*Stone Steps (# of steps) 53

\*Stepping Stones (qty) 92

\*Waterbars 66

\*Turnpike (linear feet) 157

\*Check Steps (Stone & Timber) 31

\*Bog Bridging & Boardwalk (Linear Feet / Miles) 1762/0.33

\*Spanning Bridges (linear feet) 54

\*Blowdowns Removed 233

\*Trail Corridor Cleared (Linear Feet / Miles) 167247/31.68

\*Drainages Cleared 296

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\*Historic Cabins Restored 5

\*Invasive Species Removed 1200

\*Signs Installed 47

\*Over 1800 hours of service provided to Manchester community gardens.

\*Organized the Manchester Earth Day Celebration, drawing hundreds of volunteers and attendees.

### 1. Rationale and Approach

#### a) Compelling Community Need

The mission of the Student Conservation Association (SCA) is to develop the next generation of conservation leaders, promote lifelong stewardship of the environment and communities, and enhance the positive development of youth. The SCA NH Corps members will accomplish this mission through direct conservation service on state and public lands across the State of NH, and through educational enrichment activities and conservation themed service-learning opportunities in public schools, state agencies, and community organizations in and around Manchester and Allentown. SCA-NH Corps staff and members work closely with community agencies to tailor the program to address its critical needs and propose real solutions. Specifically, the 30 SCA-NH Corps AmeriCorps members will:

\*Educate over 2000 urban and low income elementary and middle school students and over 800 youth in after school programs,

\*Conduct five months of conservation service to various public land management agencies throughout NH,



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\*Serve as 10 month interns throughout the state building capacity and managing volunteers for various agencies,

\*Recruit and manage over 1500 community volunteers who will provide over 10,000 hours of service.

The 2011-2013 SCA-NH Corps program will provide essential conservation and environmental education and mentoring service, as defined through a variety of state and local needs assessments. Ongoing dialogue with executive staff of the NH Department of Parks and Recreation, as well as with the leadership staff of the White Mountain National Forest, Land Trusts, Conservation Commissions, towns and local schools, have clarified and reinforced a need for the services provided by this program. Services provided include hands-on service projects and support in NH's State Parks, wildlife sanctuaries, public land trust land and other public lands, as well as conservation and outdoor education and enrichment activities and after school programming in local school districts.

The SCA-NH Corps will meet the demonstrated needs of the cities of Manchester, Allentown and local communities in NH by implementing a resiliency-based program, one that is deliberately designed to help young people meet life's challenges and changes with success and productivity, through educational, experiential, and relationship building opportunities. Manchester, NH, an Enterprise Community, is the largest city in the state of NH, with approximately 155,000 people living in the Greater Manchester area, and a city population of 109,000, which is continuously growing. (US Census Bureau, 2005 estimate). In the period from 1995-2005, school enrollments increased by 6.5% at the elementary level and by 226% at the middle and high school levels. The SCA NH Corps' goals and desired outcomes are designed to meet the needs of a constantly growing and diversifying community. In addition to English, more than 70 languages are spoken throughout the city and in the public school system. Within the center city alone, 20% of the population is non-white, 28% are non-English speaking,

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and many are refugees and minorities (NH College Community Outreach Partnership Center, 1999).

Public school funding in NH remains uncertain while curriculum requirements continue to grow. SCA's NH Corps members continue to effectively fill in the gaps between need and funding by teaching science based-environmental education lessons that meet state curriculum requirements and prepare students for effective citizenship through service learning.

In addition, executive staff of the White Mountain National Forest (WMNF) have expressed a need to engage higher numbers of diverse urban youth in conservation service and education on WMNF land. To meet this need, the SCA-NH Corps has developed the Manchester Conservation Leadership Corps, a program in which two to four SCA-NH Corps members will recruit and lead 25-50 high school students in year round educational, service and leadership activities.

State budget constraints in the natural resource management as well as in the educational arenas place increasing demands on public lands and staff to provide more services with less funding. The financial demands on forests and parks staff have decreased the State's capacity and ability to complete needed land management and trail improvement projects. From 2001 to 2005, NH State Park revenue dropped 2% while expenses rose by 12% (Senate Bill 5 [SB5]--2006 Report of the State Parks Study Commission).

This financial need is compounded by the growing number of visitors to the state's parks with an overall increase in attendance from 2.65 million visitors in 1990 to 6.69 million visitors in 2001 and 6.8 million in 2002 (SB5).

Park Managers, Land Trust Stewardship Directors and other land management agencies in the state have come to rely on highly skilled SCA-NH Corps members who can ably assist in the completion of important projects that directly improve the conditions of public lands. This service is vital to the

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recreational health of NH communities, and SCA-NH Corps offers a cost-effective manner that has less impact on a park's limited financial resources. By continuing to provide 30 full and part time SCA-NH Corps members to serve in NH for the 2010-2013 grant cycle, SCA will continue to play an important role in the protection of NH lands.

The state of NH, through its 2003-2007 draft of the State Comprehensive Outdoor Recreation Plan (SCORP), has identified major outdoor recreation issues facing the state, including: stewardship of lands, utilization of human resources (volunteers) to address a range of needs, and the education of recreational users. In 2009 the NH State Parks presented a new 10 year strategic plan which further detailed the economic struggles (\$1.9M deficit) and resource deficiencies (restructuring management and user fee system, and use of more volunteer and community organization partnerships) of the current State Park system. In this comprehensive report the State Parks have identified the need for further improvements to the parks and the need to utilize collaboration with organizations such as the SCA. The SCA-NH Corps members can provide a key role in providing resources and service that will directly meet the needs outlined in these plans.

### Member Activities and Member Roles

#### Education Season

The ten-month program year consists of five months of conservation education and youth mentoring service during the winter months, followed by five months of direct conservation service, service event planning and volunteer management during the spring and summer months. The SCA-NH Corps is made up of 30 members who serve throughout NH in ten-month terms of service in the following configuration that allows for some modularity from year to year:

\*Twenty-six to twenty eight members serve as educators and mentors in schools and after-school

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programs from January through May, and then eighteen to twenty-one of them serve on Conservation Crews performing trail work and conservation service throughout the state from April through August.

\*Four to eight members serve as individually-placed Conservation Interns with various land management agencies, organizations and municipalities throughout the state. Interns will serve as Interpreters for NH State Parks, and will conduct vital field projects, research assistance and volunteer management for various conservation agencies.

\*For the full year, from January through October, two to four members serve as year-round leaders for the SCA Manchester Conservation Leadership Corps (CLC), a nationally replicated program of SCA that engages diverse urban youth in conservation education and service activities aimed at diversifying the next generation of conservation leaders.

\*In addition to the direct service provided by SCA NH-Corps members in classrooms and public lands, the members will mobilize and manage over 1500 community volunteers. Through large scale public events and ongoing community conservation projects, these volunteers will contribute an additional 10,000 hours of service to the state of NH.

From January through May, 26-28 members will develop, initiate and facilitate a Conservation Education curriculum in Manchester and Allentown, NH schools. Over 1,500 K-12 youth in Manchester and Allentown will take part in conservation education lessons and service-learning efforts four days per week with the goal of reaching every 4th grade class. These lessons and service projects will provide students with hands-on learning opportunities that are designed to comply with the NH curriculum frameworks for the fourth grade. SCA NH-Corps members will also offer help with homework for local youth and lead after-school mentoring programs in partnership with the Manchester Salvation Army and the UNH Cooperative Extension 4-H.

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SCA NH-Corps members serve in teams of two to three designing, planning and implementing their 10-week Conservation Education curriculum. SCA NH-Corps members currently serve in 4th and 8th grade classrooms at 10 schools throughout Manchester and Allenstown; the program will expand into more grades and schools beginning in 2010. After an intensive month of teacher training, classroom observations and curriculum design, the members will start their service in schools. Each team of three is assigned to 6-10 classrooms at one or two schools. Each week for 10 weeks, SCA NH-Corps members will return to the same classrooms in order to build a long-lasting educational relationship with the students, rather than simply passing through one or two times.

Among the many advantages that SCA NH-Corps members bring into the classroom is a broader variety of teaching styles to help reach every student. Some classroom sessions will consist of interactive activities and projects, field trips, or service learning projects around the schools. In an effort to make service an integral part of the curriculum, each classroom must design and implement its own service learning project as part of the SCA NH-Corps experience.

For the grade level that SCA NH-Corps serves, there is unique curriculum that meets state science and social studies standards. SCA NH-Corps considers it paramount to connect NH youth to the natural world that they are already a part of. By connecting young people to their own home environments, they can more ably understand ecological concepts and issues. Active learning emphasizes relevance of topics and service learning as key learning components.

A typical progression for a 4th grade class would consist of the following weekly lessons:

Week 1: Ecosystems and NH habitats

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Week 2: Planning the Service Learning project

Week 3: Plants of a Woodland

Week 4: Renewable and Non-renewable Resources

Week 5: Animals of a Woodland

Week 6: Endangered Species

Week 7: Energy Cycle

Week 8: Cooperation and Competition

Week 9: Earth Stewardship

Week 10: Service Learning Project

In a unique and long-lasting partnership with the Manchester Salvation Army, SCA NH-Corps members will continue its 15-year tradition of service to Manchester's youth. SCA NH-Corps members will serve as positive role models and mentors to the K-8-aged youth at the Salvation Army Community Center. In addition to helping students with homework, SCA NH-Corps members serve as mentors during the Salvation Army Kids Café program, which fills a vital need in Manchester social service network. Over 100 youth attend Kids Café each weeknight, where they take part in recreational after-school activities and have a sit-down meal with peers and their SCA NH-Corps mentors.

The SCA NH-Corps members will also service with the 4H UNH Cooperative Extension staff to develop and implement the "Gone Wild" environmental education curriculum. SCA NH-Corps members will serve at the 4-H after school facility in Goffstown, NH. They will supervise after-school activities and deliver the "Gone Wild" curriculum to over 100 youth weekly. This curriculum is an enhanced version of the existing 4H environmental education plan and offers urban youth the opportunity to participate in daily, hands-on conservation service activities that have local impact and are relevant to the students' lives.

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### Conservation Season

All 30 AmeriCorps members will provide direct hands-on service to state and public lands across the Granite State from April through August. As an integral part of their service commitment, the SCA NH-Corps members will render conservation service, as well as design and present interpretative programming at parks and recreation sites throughout NH. Working together, the SCA NH-Corps members will build and maintain hiking trails in an effort to improve public access to natural areas and preserve and protect the region's natural resources. Their efforts will provide conservation, recreation, and interpretative service to state and publicly-accessible lands with direct and tangible benefits to NH and the millions of people who visit and enjoy these public areas annually.

Crews will go out into the field throughout the state typically for 24-day hitches (with four days off, interspersed), followed by a five-day hitch break. On day one of a hitch, members will pack food supplies, tools, camping equipment and personal gear into vans, drive to their service site and set up a basecamp. For the next 23 days, they will complete vital conservation projects for our various partners. After their 24 days in the field are complete, SCA NH-Corps members will return to our program base camp at Bear Brook where they unpack and clean gear, debrief the hitch and share a celebratory meal or BBQ with other crews that are returning from the field. SCA NH-Corps members will then take a five day break before heading out on their next hitch.

### Special Initiatives

#### Manchester Conservation Leadership Corps (CLC)

Two to four SCA NH-Corps members will be selected to lead a special initiative to engage diverse and urban NH Youth in year-round conservation service activities. The SCA NH-Corps members will recruit 24-50 diverse high school students from Manchester high schools to participate in SCA's Manchester

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Conservation Leadership Corps (CLC). This program, replicated by SCA in urban areas across the country, consists of year round after-school meetings, weekend service projects and a steady progression of leadership and service opportunities for the 16-19 year old high school members. The high school members will plan and lead conservation service projects in Manchester and beyond, and will be introduced to hiking, trail work and camping. The program culminates with a two-week summer field experience for the high school members, in which SCA NH-Corps members lead them on a backcountry trail crew in the rugged White Mountains of NH.

Through direct leadership and development of activities and projects, our two or four SCA NH-Corps members will serve as positive role models and mentors in the lives of the selected high school youth, who in turn will contribute direct service, plan community events and develop confidence and personal leadership skills. Considerable support from the community will be harnessed to make the Conservation Leadership Corps successful. In addition to the support and partnership of the White Mountain National Forest, other partners in the CLC initiative include the Manchester Salvation Army, Central, Memorial and West High Schools, and many corporate and community sponsors. The Manchester Chamber of Commerce has been a close advisor in developing key partnerships.

### Individual Placements

Six to eight members of the SCA NH-Corps serve throughout the state as Individually Placed interns, they increase the capacity of local land management and conservation agencies and organizations. These members will relocate to their field site and serve the remaining five months with their host agency. Members will work to recruit and manage volunteers, provide vital Interpretation service in State Parks, and conduct monitoring and research projects. In the past few years the NH Parks has adopted these Interpreters to manage the program named Discover the Power of the Parks, a key component of the Parks new 10 year strategic plan to get more public exposure and use throughout the park system.



## Narratives

### Measurable Outputs and Outcomes

- \*Deliver a 10 week Environmental Education Curriculum to over 1000 students in Manchester and Allenstown public schools.
- \*90% of teachers will report increased student understanding of environmental issues and systems as a result of the SCA NH-Corps service.
- \*Engage over 800 youth in after school mentoring activities.
- \*Recruit and retain at least 24 members for the Manchester Conservation Leadership Corps program for high school students
- \*Complete projects for numerous state, non-profit and municipal land management and conservation organizations.
- \*Have 90% of program partners rate the work that we do at least a 4 (out of 5) for quality and quantity of work accomplished.
- \*Recruit and manage 1356 volunteers who will perform over 9880 hours of service to the state of NH.
- \*Prepare SCA NH-Corps members to become conservation and education professionals and to take on the role as the conservation leaders of today.

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### Self Assessment and Improvement

SCA implements a continuous improvement monitoring system to ensure that the services offered by the program, as well as the experience of the individual members, are of the highest quality. The plan consists of a combination of mid-point and end of program self-evaluations, teacher evaluations, and after-school evaluations for the winter conservation education, and after-school components of the program. In addition, partner agencies, as well as the crews themselves, evaluate the summer conservation service segment of the program.

The SCA NH-Corps program is also evaluated through site evaluations and project outcomes. Feedback from these assessments is used to make programmatic changes that add to the quality of the experience for the member. Ongoing service projects are evaluated throughout the duration of the project, with outcomes measured against stated goals. General program performance evaluations take place in December, April and at an exit interview at the completion of the term of service in August.

### Relationship to other National and Community Service Programs

SCA NH-Corps partners closely with various service organizations throughout NH. SCA NH-Corps members actively participate in City Year NH's MLK Day of Service. Likewise, City Year NH members participate in our Earth Day event in Manchester and have served under the leadership of SCA NH-Corps members on various conservation projects throughout the state.

SCA NH-Corps has partnered with Adopt-A-Block to implement neighborhood beautification on Earth Day, and have worked with the United Way Volunteer Action Center to supply volunteers for various community events such as senior citizen home cleanups, blood drives and food bank drives. SCA NH-Corps also benefits from frequent contact with other AmeriCorps sponsored SCA programs, particularly Massachusetts Parks AmeriCorps and Hudson Valley AmeriCorps. Staff between these programs are regularly in contact, consulting on AmeriCorps and SCA policies and priorities.

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### Potential for Replication

The SCA NH-Corps model is well-suited for replication; indeed it has been replicated by SCA at numerous sites throughout the North East and nationwide. The need for educational resource and conservation field work is urgent in all regions of the country, and since 1994 SCA has created identical programs in Massachusetts and New York states. SCA also runs programs that are similar but not identical in structure throughout the nation, with a heavy concentration in the West. Additionally, programs outside the SCA and across the country have been created based on this successful model.

### Organizational Capability

#### Sound Organizational Structure

#### Ability to Provide Sound Programmatic and Fiscal Oversight

Founded in 1957, the SCA has been providing conservation service learning to young people throughout the nation for over 50 years. Today, SCA is the largest and oldest conservation service organization in America. Over 4,000 SCA interns, members and volunteers provide more than 1.6 million hours of service annually at over 425 sites throughout the US. Nearly 50,000 alumni around the world continue to practice the ethics and values they first encountered through SCA. SCA has ongoing agreements with dozens of federal, state, and non-governmental organizations and 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 NH-Corps represents a unique service niche within SCA, fourteen out of its fifteen year history have been supported by AmeriCorps. SCA has continued to successfully implement two other AmeriCorps funded programs in the northeast: in Massachusetts for twelve years and in New York State's Hudson Valley and Adirondacks for eleven years. SCA also runs a successful AmeriCorps\*State program in Idaho. SCA also manages AmeriCorps Education Award Only programs for more than 1,500 Conservation Interns serving throughout the country. AmeriCorps support has been, and continues to be, instrumental in

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strengthening SCA's and partner organizations' abilities to emphasize youth development and service in programming.

SCA's years Vice President of experience have refined its ability to provide capable programmatic and financial management of the proposed program. The organization has developed well-tested policies and practices in implementing conservation service learning programs.

Board of Directors, Administrators, and Staff

SCA's Board of Directors provides guidance for the overall 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 provide services and direct support to SCA NH-Corps staff throughout the program year. The Vice President of Program holds the overall responsibility for the health of the operations and the Assistant Director of Eastern Corps provides oversight, supervision, and support to the program from SCA's Headquarters. The Corps program leadership also provides training to SCA NH-Corps staff and designs and implements systems for self and external evaluation of the program and its members. SCA's Controller, also in the Headquarters office, guarantees timely and accurate financial reports for the AmeriCorps programs.

SCA Headquarters also houses administrative support staff, called the Program Services Group, dedicated to SCA NH-Corps and other Conservation Corps programs. A highly dedicated SCA NH-Corps staff of four full time and two seasonal employees on site at Bear Brook State park will continue to lead and implement the program. The Program Director, entering his third year in the position, is responsible for overall leadership, administration, member support, and supervision. SCA NH-Corps's two Managers (Conservation and Education) are also veteran SCA NH-Corps leaders. They manage the day-to-day activities and trainings. The Program Coordinator is in charge of the residential site's kitchen and meal preparation, vehicle fleet, and facility up-keep, and two seasonal "Roving" staff, will monitor

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and supervise member conservation crews, while they are on "hitch" during conservation season.

### Plan for Self-Assessment, Improvement and Effective Technical Assistance

SCA NH-Corps program staff 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 program implementation procedures including the Field Operations Standards. The Program Director travels to SCA's Headquarters prior to the start of the program and several times throughout the year to review systems. Over the course of the year, the SCA NH-Corps staff will also participate in SCA trainings and meetings through conference calls. Since many of the program implementation systems and technical components are in use by SCA programs nationwide, there is continual feedback and, as a result, there are frequent improvements and updates. SCA staff are informed and trained as these changes are made. Overall, the national SCA staff is available and accessible to the SCA NH-Corps corps members both on site and at the SCA national headquarters. The proximity of SCA's headquarters to the SCA NH-Corps results in a particularly close connection to the organization.

### Sound Record of Accomplishment

#### Volunteer Generation and Support

SCA's success in developing leaders has led to a rich and diverse community of supporters across the country. In addition to public outreach through SCA's newsletter and other media outreach efforts, SCA NH-Corps collaborates with its conservation, community and school partners to involve community members as volunteers during MLK Day, Earth Day, National Trails Day, and other events.

### Organizational and Community Leadership

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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 is frequently asked to present at conferences to share approaches to risk management, youth volunteerism, and trail work techniques. The SCA NH-Corps program staff reflects this and are active leaders in the New Hampshire conservation service and environmental education communities.

### Wide Range of Community Stake holders

The stakeholders in the SCA NH-Corps program range from local parents, students, and teachers, to the millions of residents and visitors to New Hampshire that use or live near the lands where SCA NH-Corps 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 slowly expanded over the twelve years. The number of stakeholders has grown as more and more people receive service or interact with SCA NH-Corps members.

### Success in Securing Match Resources and Community Support

Throughout the program's history, the New Hampshire Division of Parks and Recreation (DRED) has provided significant cash and in-kind support to SCA NH-Corps. In fact, DRED's demonstrated commitment to the program has served as an anchor in the program's continued stability and success over the past twelve years. In addition to their significant financial support to the program, the DRED has hosted SCA NH-Corps at Bear Brook State Park since the program's inception, often providing both the facilities, as well as maintenance and major repairs. This long-term in-kind support has been essential to the continuity of the program. Bear Brook's location, both deep in a hemlock forest and only

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½ hour's drive from downtown Manchester are a perfect fit for SCA NH-Corps offering educational and experiential opportunities that are easily accessible to New Hampshire's more urban communities. The Manchester School District represents the program's second long-term partner; since SCA NH-Corps first year, members have served in Manchester schools. Over the years, SCA NH-Corps involvement has, and continues to deepen, as schools, both in Manchester and the surrounding communities, invite SCA NH-Corps service for more extensive SCA programming.

While DRED has been an active participant each year in developing plans for service work at their numerous park sites, the agency has also strategically supported SCA's increasing demand among other conservation sites across New Hampshire. SCA NH-Corps has developed partnerships with White Mountain National Forest, the Society for the Protection of New Hampshire Forests, New Hampshire Audubon, The Nature Conservancy as well as local land trusts and conservation commissions. Each year SCA NH-Corps also develops a partnership with a new school--in addition to maintaining programming at the Manchester, and now Allentown schools. Involvement of these other organizations has enriched SCA NH-Corps program and broaden its interaction with volunteers and other community members.

### **Budget/Cost Effectiveness**

The Fixed Amount Grant

SCA NH-Corps is continuing this proposed model of \$13,000 per MSY.

As the Corporations states, "The fixed amount awarded per member is significantly less than the cost of running an AmeriCorps program and the applicant must raise the additional revenue necessary to operate the program." SCA NH-Corps is confident is has the proven track record, the necessary infrastructure, and support of the community to continue to succeed at providing significant service opportunities to its members and much needed conservation service to the state. DRED's time-tested

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partnership with, and support of, SCA NH-Corps program will continue in 2011-2013. The agency is committed to continuing to offer free use of the Bear Brook facilities to the program, in addition to contracting SCA NH-Corps for continued conservation service work. Additionally, the SCA's model now has a more diversified partner base throughout the state.

The SCA NH-Corps program enjoys strong support from several partner organizations in New Hampshire, and SCA NH-Corps fee-for-service model, developed over the past year, has enabled the Corps to expand its reach throughout the state. This strategy is proving to be more sustainable, as state and federal agencies face unexpected financial pressures; it has also been very successful, producing more interest and demand than the SCA NH-Corps can currently meet. In 2010, SCA NH-Corps is signed on for fee-for-service programming with three additional conservation organizations in New Hampshire, and interest continues to grow. Increased fee-for-service work will also reduce the program's reliance on federal support. Well over 50% of SCA NH-Corps program operating costs are covered by in-kind donations, partner fees and other non-AmeriCorps revenue. This puts us well within the range necessary for operating a full and successful program..

### Budget Adequacy

SCA has proven its ability to run SCA NH-Corps as a lean and highly effective program. Support from DRED, 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. As SCA builds more fee-for service relationships with new non-federal partners this will further leverage the federal dollars that come into New Hampshire. The budget process for the SCA NH-Corps has been modified and improved over the past 15 years and each year the program exceeds performance measures while staying within the prepared budget. Through extensive planning and forecasting and continual monitoring and management of the budget, the program staff ensure that resources exist to operate the



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program in a safe and efficient manner, while simultaneously making the best possible use of government and private funds.

The SCA NH-Corps model itself demonstrates the viability of the program. The budget has been based on costs for this programming in the previous years, and reflects an emphasis on: building community through residential-based programming combined with ongoing engagement with the public and conservation areas in need, training, to adequately prepare members for both the Education and Conservation Service Seasons, and assure their safety; and the solid support of SCA's National Headquarters.

The residential nature of the program offers high efficiencies in some living costs. SCA NH-Corps members live simple lifestyles during the program. Shared food, utilities, transportation and donated housing make it possible for SCA to apply a greater percentage of the budget to program expenses. Members also benefit from the residential program component, as it can intensify the educational process, creating a more memorable and often life-changing experience.

The SCA NH-Corps rural location provides a unique opportunity to the surrounding remote, often overlooked, schools and communities. These local organizations have been deeply enriched through the proximity of the SCA NH-Corps program and its long-term collaboration. While SCA NH-Corps location sometimes demands high travel costs to reach its various service project sites, the benefits of the program reach far and wide-- as thousands of New Hampshire parks visitors are able to easily and safely access public lands across the state.

SCA NH-Corps experienced staff serves as a strong component of the in-depth training program and provides continual guidance and mentoring to members. In addition, SCA has found that bringing in

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trainers from professional organizations provides further richness to the training program. Although an added expense, this outside training can contribute to its overall cost effectiveness.

Finally, the SCA NH-Corps program 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 sustainable. SCA entered fiscal year 2009 with its twentieth straight operational surplus. Sound fiscal management accounts for SCA's financial solvency. SCA's national partnership and philanthropic development staff based at National Headquarters comprise the team that works to secure additional funding to support the work of the SCA members in New Hampshire. This team identifies and solicits funding from private foundations and individual donors from across the country and works closely with SCA NH-Corps staff to leverage new resource agency partnerships within the state. This ensures the stability of the organization as a whole, guarantees support to the SCA NH-Corps program, and augments funding from the Corporation for National and Community Service. The SCA program staff members themselves assist in this endeavor by providing the development team with quarterly activity reports. SCA NH-Corps will be a vital part of SCA's continuum of conservation service and every effort is made to ensure that the SCA NH-Corps program is programmatically successful, fiscally sound, and provides an optimum conservation service experience for each member. The long-standing success of the SCA NH-Corps program is testimony to this commitment. SCA is well prepared to continue, strengthen and expand AmeriCorps opportunities for conservation service and volunteerism throughout New Hampshire in the coming years.

### **Evaluation Summary or Plan**

The mission of the SCA 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.

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In this grant proposal the SCA-NH Corps intends to continue to provide for this mission. To do so we would also propose to continue a version of the approved evaluation plan of the current grant cycle. That plan, as detailed below, is a three year process to accumulate evaluation data, analysis, and report.

Through the 2008-2010 (2007-2009 program years) grant cycle, SCA New Hampshire - Corps is conducting internal evaluations which focused on the effectiveness of the program's member development, an essential component of the SCA mission. While member development during the program year is currently the focus of one of the program's performance measures, the evaluation examines the long-term impact of the program on its members and provides a more in-depth analysis of the program's effectiveness in implementing SCA's mission. The performance measure determines if members have demonstrated improved personal, professional, technical and leadership skills during their time in the program. The evaluation determines if those skills were useful in attaining a position in a related field and if the program successfully instilled a long-term commitment to civic engagement and a stewardship ethic.

### Evaluation Questions:

The evaluation is designed to address the following outcome questions:

1. Are SCA-NH Corps alumni currently working in or towards positions of leadership in conservation fields?
2. Are SCA-NH Corps alumni actively involved in their communities and environmental stewardship?

The evaluation is also designed to address the following process questions:

3. Do they attribute some of their success to their time in the SCA-NH Corps program?
4. What aspects of the program were most helpful?
5. What could the SCA-NH Corps program have done to better prepare them for careers in conservation?

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### Evaluation Plan Overview

Three SCA staff serve as the Evaluation Committee. The SCA-NH Corps Program Director leads the evaluation, analysis, and reporting. The Director of Alumni Relations assists with implementing the evaluation. The Assistant Director of Corps Programs assists with analysis.

Beginning in the winter of the first grant year, the committee developed two sets of questions: one set for an anonymous online survey and one set for a phone interview. Online surveys provided a simple method for reaching most alumni while phone interviews allow for more in-depth discussions and detailed answers. Surveys were sent to all program alumni via email in September, 2008 between the first and second grant years. At the same time, SCA administrative staff began calling randomly selected alumni from each program year. Phone interviews continued through the second program year until five alumni from each program year are interviewed. Also during the second year, follow-up emails are sent to alumni to encourage survey completion.

The third grant year will be used for data analysis, report preparation, sharing results with stakeholders, and development of program improvements based on the findings of the evaluation. The evaluation results should provide important information on the usefulness of program trainings and experience for members after the program. If the results indicate a lack of preparedness for conservation leadership or civic engagement, the program staff will look to make changes to the current model. If the results indicate success in member development, the program staff will still look to the surveys for areas where the program can improve while using the positive feedback to promote the program with applicants, partners, and the communities served. Additional costs of implementing the evaluation will be minimal. Staff member time and higher phone bills will be among the anticipated expenses.

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The performance evaluation results for the grant cycle in the years 2005-2007 are closed and filed. The performance evaluations for the current cycle 2008-2010 will be evaluated, analyzed, submitted and closed at the end of this third year as detailed above. The continuation for 2011 - 2013 is yet to begin at this writing (Dec. 2010)

### Amendment Justification

There are no amendments at this time.

### Clarification Summary

CLARIFICATION ITEMS ? NEWS/RECOMPETES

Student Conservation Association, Inc.

SCA-New Hampshire Corps

This application is currently under consideration for a fixed amount grant in the amount of \$390,000, 30 Member Service Years (MSYs) and 30 member positions.

Programmatic Clarification Items:

Please make the following changes in the eGrants narrative filed labeled "Clarification Summary."

While the applicant does a good job of presenting the program design in terms of member activities, training and supervision, the applicant does not present a clear needs statement. Please provide a information on exactly what needs the program is addressing.

<<>>

The Mission of the Student Conservation Association 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. This mission addresses the fact that there is a need for environmental stewardship and conservation in our world. The leaders of tomorrow will be addressing these needs just as are the leaders of today; from the smallest communities to the largest organizations and

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governments. The SCA NH corps program provides for this mission in the state of New Hampshire where the same environmental concerns and societal impacts are evident.

The 2010 Ten Year Strategic Development and Capital Improvement Plan of the New Hampshire Division of Parks and Recreation, a key partner and recipient of SCA NH corps' program services and a major representative of land management needs and priorities throughout the state, lays out a clear need for support of its land management priorities:

"The Division of Parks and Recreation is the steward of 92 properties that represent some of New Hampshire's most outstanding natural, historical, and recreational resources. Parks are visited by six million people per year and are beloved by the citizens of the state...Recreational demand will change and increase in coming years... The State of New Hampshire is responsible for the stewardship and maintenance of every park and historic site in the system regardless of the ability of the property to generate revenue. These are assets held in the public trust that must be safeguarded for future generations..."

Since its restructuring in 1991 the NH State park system has seen significant challenges to meeting goals of its tenet. Again, from the 2010 Ten-Year Plan:

"...Consequently, sufficient funding to support the park system through this fund has been achieved only infrequently in the years since 1991. The result is a structural deficit that has produced serious challenges to the State Park System. (emphasis added)

The purpose of the State Parks is laid out in the legislative statute RSA 216-A:1

"To protect and preserve unusual scenic, scientific, historical, recreational, and natural areas within the state"

Although the SCA NH corps cannot address all of the fiscal and management challenges that the Park system faces, we are uniquely positioned to assist with key areas of need based on our 16 year relationship with the NH Parks and our core mission to provide conservation services. As mentioned,

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NH Parks is indicative of the needs and challenges being faced throughout the state. SCA NH corps offers our program services to many similar land steward organizations and groups of environmental focus such as the Nature Conservancy, the White Mountain National Forest, various local conservation commissions, the public school system, and more.

The other need being address through the enacting of our Mission is to provide significant experiences to the young men and women who serve in the program. As is plainly evident in our current economic crisis, meaningful work and sustainable practices in the work place, our communities, business, and government are the key to a sustainable future for our world. From resource extraction to global concerns for climate and human impact, it is becoming ever more evident that both the practices of today and the leadership of tomorrow will have a profound impact on all life on this planet. The SCA NH provides tangible, hands-on experiential learning that forever impacts a young person's life and helps direct their ethics and involvement in the future.

<<>>

Diversity recruitment is not explained in any specific detail. Please either provide specific recruitment strategies to reach diverse communities and/or results of past achievements in recruiting a diverse corps of members. Neither of these are included in this proposal.

<<>>

The SCA has outlined in its Goals, and Strategies key targets for reaching and supporting diverse communities. In fact Goal #1 of this target specifically states this:

SCA will be the preeminent national organization for developing the next generation of ethnically

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diverse environmental stewards and conservation leaders.

Likewise, three specific strategies outlined by the SCA to achieve this goal are:

1. SCA will institutionalize its pathway of service learning and skill development to advance our members from volunteer to professional employment in conservation.
2. SCA will engage and expand our strategic partnership with institutions, agencies, organizations and supporters to enhance our services and expand our reach.
3. SCA's board, staff and members will be representative of America's diversity thereby bringing greater diversity to youth conservation service.

As part of the SCA national organization the SCA NH corps has the support and services of the national office's recruiting team. The Student Conservation Association promoted the corps program at every college and university it visited on recruiting trips. 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 2009 and April 2010 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.

The Student Conservation Association continues to partner with groups like the Fish & Wildlife Service, BLM, National and State Parks and more, in an effort to present a career in the outdoors as a viable option for college students from ethnically and culturally diverse backgrounds. This is a major



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component of SCA's efforts to change the face of conservation. At this writing the SCA has 659+ complete internship candidates (for Corps and Conservation Internships) that have self identified as being racially and or ethnically diverse.

<<>>

Information regarding member recognition is inadequate. Please clarify how members are supported and recognized throughout the year.

<<>>

In the first week of arriving for their ten months of service the members are brought to the State Capital House of Congress to be sworn in as members of AmeriCorps. From year to year, various dignitaries attend and speak at this event. These include the Executive Director of the Volunteer NH, NH's AmeriCorps State program; the President and CEO of the SCA; various senators, members of congress, and the governor. Press releases and other forms of notice are sent out publicly. Additionally, throughout the term of service various recognition events are scheduled where members and their contributions are highlighted. These include the Member Recognition Day usually held mid summer, AmeriCorps Week, Governors Conference, Earth Day Events (including the Manchester Earth Day run exclusively by the SCA NH corps), and more. Each of these events is promoted through the SCA's extensive marketing and communications channels as well as through various state agencies including the State Americorps program Volunteer NH. Additionally the SCA has various in-house and public events, awards, and promotions that highlight specific members, programs, and service events.

Each member is supported by this large network of organizations and constituents. On the most local

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level the members are supported, on-site, by 6 SCA staff. The SCA on-site staff are focused on the 30 members' entire corps residential experience by providing full logistical support including but not limited to training, written and verbal evaluation, in-service learning explicitly designed into the program, service delivery support, and follow-up evaluation.

Finally, an end of year recognition ceremony brings together partners, supporters and staff from SCA's national headquarters to honor and celebrate the achievement of the members.

<<>>

Information presented regarding the training of members does not include information regarding instilling an ethic of service once the AmeriCorps year is concluded. Please provide more specific information regarding how members are trained in this regard.

<<>>

The SCA NH corps program is the epitome of a service learning experience; in both the training and the actual, hands-on service work. The National Service-Learning Partnership, which includes the Corporation for National and Community Service, outlines the eight standards of high-quality service-learning including investigate community needs, prepare for service, take action, reflect, demonstrate learning and impacts, and host a celebration. Just this past March, the 21st National Service-Learning conference reemphasized the impact of service-learning programs that have "duration and intensity" have greater impact. President Obama's administration calls for this sort of longer term program through the National Learn and Serve Challenge. The intensity of and duration of SCA NH members' service year, including the specific skills trained for and services provided, serve as a consistent and

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constant way of instilling the ethic of service.

The SCA clearly has the outcome of "instilling an ethic of service" through this program as demonstrated by the further education, experiences, and careers that past members engage in throughout their lives.

The SCA's alumni department keeps open channels of communication with members, occasionally sending follow-up questionnaires, hosting events, and publishing information on where former members are currently. This year alone, more than 50% of last year's SCA-NH corps members are serving the land through SCA, either through another AmeriCorps service year or through non-AmeriCorps SCA service.

<<>>

It is difficult to comprehend how community partners are involved in the planning and evaluation of the member service especially regarding the conservation projects that happen during the second part of the service year. Please provide clarification on how the organization identifies projects using community partner input.

<<>>

Partner organizations and community members are involved in the planning and evaluation of member service on multiple levels and through various means. Prior to the term of service, the staff of SCA NH meet with each partner organization and its various representatives to gain input on the specific needs and outcomes for the project that will take place in that coming program year. This includes meetings with school's superintendents, principals, and teachers in the school systems; the program directors and staff of each after-school programs; the NH State Park staff supervisors for each of the Interpretive programs; and each and every supervisor and staff key to the conservation projects provided throughout

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the second half of the term of service in the conservation "Hitches."

Likewise, at the end of each piece of the program, all partner organization supervisors and supporters are sent questionnaires (currently via Survey Monkey and, for some, via written form if they don't choose to use web access). This survey asks specific questions to receive feedback on the scope of the program, the impact, and specific members' performance, as well as the overall program design and administrative support. These surveys are provided at the end to each the in-school, after-school, and conservation season partner. Similarly, sit-down meetings are held with each partner organization to go over the program provided and make plans for the next year. These are done with both the education program component of the year as well as the conservation season. Usually more than 85% of our partners return such surveys and better than 95% participate in the scheduled meetings.

<<>>

The applicant is applying for a fixed-cost award. However the organization did not follow instructions by omitting in the application narrative how costs not covered by the AmeriCorps grant will be covered. Please clarify.

<<>>

The SCA NH covers costs in the budget not covered by the Americorps grant through multiple channels with sound fiscal practices and recognized fiscal practices. The SCA seeks and receives grants through private and public sources; seeks and receives private and public donations; generates revenue through investments; and receives cost support from the partner organizations that received particular services of the program. Some current partners who we plan to continue working with in the future are: NH

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Division of Parks, Recreation and Economic Development; White Mountain National Forest; The Nature Conservancy, Society for the Protection of NH Forests, Epsom Conservation Commission, and others. Each one of these partners will provide a portion of the funding needed to cover the rest of the cost of operating the program. In addition, we receive modest support from corporate funders including, Public Service of New Hampshire, Citizen's Bank, Bank of America.

Funding strategies for this program will continue similar to their historic and current fiscal process. Currently partner organizations, particularly those receiving conservation crews and interns, provide funding contributions according to the program service provided. The conservation crews programs, also referred to as "Hitches," receive contributions from the partner organization that is receiving the service of that crew in proportion to the size of crew (6 or 7 member) and length of term of the Hitch (10-20 days). In a typical conservation season such as 2009, this will provide approximately \$285,000 in funding with three crews working four 20 day hitches and one 10 day hitch each. Additionally, the individual interns placed, typically Interpretive Ranges for State Parks, are fund supported by the partner at a rate of approximately \$8,500 per intern for 5 months of service or, for 6 interns, approximately \$50,000. Also, the sub-applicant seeks and receives foundation revenue for its parent organization, corporate sponsorship, individual and foundational restricted and unrestricted support. These sources fluctuate from year to year, typically between \$25,000 and \$100,000. All of these sources of revenue are distributed in proportion and as required for programmatic expenses such as, but not limited to, member housing, insurance, stipends, telephone, utilities, training, recruiting, supplies, equipment, risk management, uniforms, travel, direct staff support, and project related travel. The period of the program when supplemental environmental education programs are being offered to the public schools and after-school programs is considered a subset of our overall conservation and environmental efforts. We do not collect funds directly from any of those partners but there we do seek grants and sponsorships to directly support those costs, otherwise the costs of that portion of the

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program are underwritten through the Hitches and Individual Placements. Once again, all of this is recorded and reported through generally accepted and certified accounting practices.

<<>>

Criminal History Check Requirement: Criminal history checks are required for all grant funded staff and AmeriCorps members. A detailed description of the requirements can be found at:

<http://www.nationalservicerresources.org/criminal-history>. Please verify that you will conduct criminal history checks on all members and grant-funded staff.

<<>>

The SCA conducts criminal history checks on all members and grant funded staff as required by the Corporation for National and Community Service.

As a sub-applicant we will conduct State criminal registry checks and National Sex Offender Public Registry (NSOPR) checks on individuals who are enrolled as participants or hired as grant-funded employees. State criminal registry checks will be performed in the state where the individual resided prior to service as well as the state in which they will be serving, in this case, New Hampshire. Any individual who is registered, or required to be registered, on a State sex offender registry, is ineligible to serve.

As a sub-applicant we may adopt other disqualifying offenses. An individual who refuses to consent to a criminal registry check is ineligible to serve. Individuals for whom the State criminal registry results are pending may be enrolled, but may not have unsupervised access to vulnerable populations until the results are complete.

As sub-applicant we will document in writing that (1) the applicant's identity was verified by examining the applicant's government-issued photo identification card and (2) that the required criminal history

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checks were conducted. As sub-applicant we will maintain the results of the criminal history check in a secure location and document in writing that we considered the results in selecting the applicant.

<<>>

Performance Measurement:

Thank you for opting in to the Clean Energy/Environment Priority Area.

For each Priority Area you select, you will have to complete an MSY chart indicating the proportion of AmeriCorps members' time they expect to be devoted to that Priority Area. The total of MSYs in all Priority Areas (including Other) should be equal to your total budgeted MSYs. If they are not equal, then please provide an explanation in the "clarification" section of the application narrative.

Please note that the MSY by Priority Area Chart screens in eGrants will be available starting April 29th.

<<>>

The sub-applicant is opting into National Performance Measure #3, which is a secondary activity.

Please clarify why sub-applicant is not opting into National Performance Measures #4 or #5, under the service primary activity?

<<>>

As a sub-applicant, SCA NH has opted for Serve America Act Priority "Environment/Clean Energy."

In the Service Category, our primary Issue Area is "Wildlife, Land, & Vegetation Protection and Restorations" and our secondary Service Area is "Environmental Awareness."

The Performance Measures being evaluated to support these are "Conservation Service" in "Wildlife,

## Narratives

Land, & Vegetation Protection and Restorations;" "Corps Member Development" in "Training and Technical Assistance;" "Community Volunteer Engagement" also in the area of "Wildlife, Land, & Vegetation Protection and Restorations;" and "Environmental Education Service" in "Environmental Awareness."

We are not familiar with the number system referenced in this question and are therefore not sure what National Performance Measures #4 or #5 are. In fall of 2009, we attended a sub-grantee meeting with Kristen McSwain in Albany, NY. At that meeting, Ms. McSwain made clear that we should choose only one National Performance measure, not multiple. In doing so, we chose "Environment/Clean Energy" as our National Performance Measure, with Wildlife, Land & Vegetation Protection or Restoration as our Primary Service Category.

<<>>

Please select National Performance Measures option on the Portal and add information on national performance measure #3 there.

<<>>

SCA respectfully submits that we are unfamiliar with national performance measure #3 and are therefore unable to clarify at this time. We have contacted our State Commission to request further information on this section.

<<>>

Please clarify why target for output is 2000 youth when members are targeting 1500 youth in classrooms plus 650 youth after school.

It is challenging for SCA to accurately predict how many students will be in the classrooms and after



## Narratives

school programs. The numbers are estimated projections based on historical numbers for reaching all 4th grade public school classrooms in Manchester, NH and the current six after school programs that we serve. Actual numbers have varied from 1100 - 1600 students in school and 350 - 700+ students in after school programs. Attendance at after school programs is not required for youth, making the number of youth erratic. Our target output should instead read 2150 youth instead of 2000.

<<>>

The sub-applicant proposes to measure teachers instead of students in the Intermediate Outcome. This does not align with the measure. The program should measure students. Please correct.

<<>>

Within the performance measures section, we have changed the outcome from "other" to "participants." While much of the information will come from teachers, it will be about students -- the participants -- in the classroom and after school programs.

<<>>

Please clarify how 2000 students exhibiting behavior change is realistic if the members are engaging 2000 community members in the activity.

<<>>

In the Performance Measures section, we have changed this outcome to a percentage of students worked with, rather than a hard number.

4/29/2011

Members are intended to be enrolled for 10 months from January through October. In 2012 we are proposing that they begin on January 8th and complete service by October 29. Therefore the proposed

## Narratives

program start and end dates are as defined in the "Application Info" January 1, 2012 - December 31, 2012 for this second year of the 3 year grant cycle.

As stated above and repeated here because the question has been repeated:

The SCA conducts criminal history checks on all members and grant funded staff as required by the Corporation for National and Community Service.

As a sub-applicant we will conduct State criminal registry checks and National Sex Offender Public Registry (NSOPR) checks on individuals who are enrolled as participants or hired as grant-funded employees. State criminal registry checks will be performed in the state where the individual resided prior to service as well as the state in which they will be serving, in this case, New Hampshire. Any individual who is registered, or required to be registered, on a State sex offender registry, is ineligible to serve.

As a sub-applicant we may adopt other disqualifying offenses. An individual who refuses to consent to a criminal registry check is ineligible to serve. Individuals for whom the State criminal registry results are pending may be enrolled, but may not have unsupervised access to vulnerable populations until the results are complete.

As sub-applicant we will document in writing that (1) the applicant's identity was verified by examining the applicant's government-issued photo identification card and (2) that the required criminal history checks were conducted. As sub-applicant we will maintain the results of the criminal history check in a secure location and document in writing that we considered the results in selecting the applicant.

In conjunction with the Manchester School district SAU#37 each member and staff undergoes fingerprinting checks that are processed through the Manchester Police and the FBI.

### Continuation Changes

May 2, 2011:

Original application has been edited to include updated 2010 performance information, but the program

## **Narratives**

design and scope remain the same.

## Performance Measures

### SAA Characteristics

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

### Priority Areas

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

Grand Total of all MSYs entered for all Priority Areas 30

### Service Categories

- Environmental Awareness-building and Education
- At-risk Ecosystems Improvement
- Training and Technical Assistance

## National Performance Measures

**Priority Area: Environmental Stewardship**

### Strategy to Achieve Results

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

After completing extensive training, three crews of at least six corps members of the full 30 members, will spend approximately 100 days (one, two-week and four, four-week projects) providing service to partner sites. In collaboration with the Department of Resource and Economic Development (NH Parks), National Park Service and Forest (White Mountain National Forest, St. Gaudens National Historic Site), and community-based organizations, members will complete conservation service projects that address priority needs, including: building and restoring public hiking trails, improving park areas and recreational facilities, and expanding the amount of sustainable agriculture through community gardens, while focusing on providing a high standard of quality and service.

### Result: Intermediate Outcome

Result.

Access to, and quality and protection of, natural, cultural and recreational resources will significantly improve.

Indicator: Number of site partners who report a significant improvement of trails.

Target : 90% of 15 site partners will report a significant improvement (4 or higher on a 1 - 5 scale) in the access to, quality, and protection of resources.

Target Value: 14

Instruments: Site partner evaluations.

PM Statement: Corps members will complete projects that improve access to, quality, and protection of, natural, cultural and recreational resources, as demonstrated by 90% of service partners reporting significant improvement.

### Result: Output

Result.

SCA NH will improve access to, quality of and protection of natural, cultural and recreational resources in NH.

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

Target : SCA NH will build, improve or maintain approximately 62 miles of trail.

Target Value: 62

Instruments: Web-based work logs.

PM Statement: SCA NH will build, improve or maintain approximately 62 miles of trail to improve access to quality of and protection of NH's natural, cultural and recreational resources.

**Priority Area: Environmental Stewardship**

### Strategy to Achieve Results

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

After completing extensive training, three crews of at least six corps members of the full 30 members, will spend approximately 100 days (one, two-week and four, four-week projects) providing service to partner sites. In collaboration with the Department of Resource and Economic Development (NH Parks), National Park Service

## National Performance Measures

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

and Forest (White Mountain National Forest, St. Gaudens National Historic Site), and community-based organizations, members will complete conservation service projects that address priority needs, including: building and restoring public hiking trails, improving park areas and recreational facilities, and expanding the amount of sustainable agriculture through community gardens, while focusing on providing a high standard of quality and service.

### Result: Intermediate Outcome

Result.

Restore, improve, or develop 20 acres of land for use as community gardens, ecological preservation and public access to open space.

Indicator: Number of partners reporting significant improvement of land as restored, improved,

Target : 90% of 15 site partners will report a significant improvement of land that will be reported on as restored, improved, or developed.

Target Value: 14

Instruments: Site partner evaluations

PM Statement: Corps members will perform work on 20 acres of land that will be reported on by site partners to be significantly improved by the work that members have completed.

## National Performance Measures

Result.

or developed.

### Result: Output

Result.

Areas of land will receive conservation management such as invasive species removal, community gardens, camping space clearing and other land management activities.

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

Target : Approximately 20 acres of land can be anticipated to receive conservation crew improvement and management in a typical year.

Target Value: 20

Instruments: Web based logs will be kept.

PM Statement: The coverage of land for this type of conservation effort will restore, improve, or develop approximately 20 acres of land for use as community gardens, ecological preservation, and public access to open space.

### Priority Area: Environmental Stewardship

#### Strategy to Achieve Results

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

Corps members receive extensive training in pedagogy and environmental and ecological sciences. Under the support of an Education Manager they provided in-school and after-school programs in environmental education including each class researching and preparing a service learning project. Additionally, two members go on to teach sustainable gardening practices and six members run programs as State Park Interpreters, providing programs in local ecology, history, and sustainable conservation methods.

### Result: Output

Result.

Student participants will receive education and training in energy-efficient and environmentally-conscious practices.

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

Target : The in-school program is projected to reach approximately 1200 youth.

Target Value: 1200

Instruments: Attendance logs

PM Statement: Approximately 1200 youth will be exposed to programs on energy-efficient and environmentally-conscious practices.

### Result: Intermediate Outcome

Result.

85% of participants (or 1020) will demonstrate an increased understanding of energy efficiency and environmentally-conscious practices.

## National Performance Measures

Result.

Indicator: # of participants who will have an increased understanding of energy efficiency and

Target : Of the 1200 students who receive in-school environmental lessons from SCA, 85% or 1020, will have increased understanding of energy efficiency and environmentally-conscious practices.

Target Value: 1020

Instruments: Pre- and post- test assessment of student participants' knowledge.

PM Statement: 1020 of the 1200 students who receive in-school lessons from SCA will have an increased understanding of energy efficiency and environmentally-conscious practices.



## National Performance Measures

Result.

environmentally-conscious practices.

## Required Documents

**Document Name**

**Status**

Evaluation

Not Applicable

Labor Union Concurrence

Not Applicable