

PART I - FACE SHEET

APPLICATION FOR FEDERAL ASSISTANCE		1. TYPE OF SUBMISSION: Application <input checked="" type="checkbox"/> Non-Construction														
Modified Standard Form 424 (Rev.02/07 to confirm to the Corporation's eGrants System)																
2a. DATE SUBMITTED TO CORPORATION FOR NATIONAL AND COMMUNITY SERVICE (CNCS): 01/18/11	3. DATE RECEIVED BY STATE:	STATE APPLICATION IDENTIFIER:														
2b. APPLICATION ID: 11TN125424	4. DATE RECEIVED BY FEDERAL AGENCY: 01/18/11	FEDERAL IDENTIFIER: 11TNHNM001														
5. APPLICATION INFORMATION																
LEGAL NAME: Mescalero Apache Tribe DUNS NUMBER: 077618650 ADDRESS (give street address, city, state, zip code and county): P.O. Box 227 101 Central Mescalero NM 88340 - 0227 County: Otero	NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes): NAME: Michael Montoya TELEPHONE NUMBER: (575) 464-8768 FAX NUMBER: INTERNET E-MAIL ADDRESS: mmontoya@matisp.net															
6. EMPLOYER IDENTIFICATION NUMBER (EIN): 850098966	7. TYPE OF APPLICANT: 7a. Indian Tribe 7b.															
8. TYPE OF APPLICATION (Check appropriate box). <input checked="" type="checkbox"/> NEW <input type="checkbox"/> NEW/PREVIOUS GRANTEE <input type="checkbox"/> CONTINUATION <input type="checkbox"/> AMENDMENT If Amendment, enter appropriate letter(s) in box(es): <input type="text"/> <input type="text"/> A. AUGMENTATION B. BUDGET REVISION C. NO COST EXTENSION D. OTHER (specify below):	9. NAME OF FEDERAL AGENCY: Corporation for National and Community Service															
10a. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER: 94.006	11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT: Sovereign Nations Service Corps															
10b. TITLE: AmeriCorps Indian Tribes	11.b. CNCS PROGRAM INITIATIVE (IF ANY):															
12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc): New Mexico, Primarily within Otero County, Lincoln County, Bernalillo County, Rio Arriba County, Sandoval County. Tribal lands that may be effected by this pr	13. PROPOSED PROJECT: START DATE: 07/01/11 END DATE: 06/30/13															
14. CONGRESSIONAL DISTRICT OF: a.Applicant <input type="text" value="NM 002"/> b.Program <input type="text" value="NM 002"/>	15. ESTIMATED FUNDING: Year #: <input type="text" value="1"/>															
<table border="1" style="width: 100%; border-collapse: collapse; font-size: x-small;"> <tr> <td style="width: 20%;">a. FEDERAL</td> <td style="text-align: right;">\$ 132,990.00</td> </tr> <tr> <td>b. APPLICANT</td> <td style="text-align: right;">\$ 279,148.00</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;">\$ 412,138.00</td> </tr> </table>	a. FEDERAL	\$ 132,990.00	b. APPLICANT	\$ 279,148.00	c. STATE	\$ 0.00	d. LOCAL	\$ 0.00	e. OTHER	\$ 0.00	f. PROGRAM INCOME	\$ 0.00	g. TOTAL	\$ 412,138.00	16. IS A APPLICATION SUBJECT TO REVIEW BY STATE EXECUTIVE ORDER 12372 PROCESS? <input type="checkbox"/> YES. THIS PRAAPPLICATION/APPLICATION WAS MADE AVAILABLE TO THE STATE EXECUTIVE ORDER 12372 PROCESS FOR REVIEW ON: DATE: <input checked="" type="checkbox"/> NO. PROGRAM IS NOT COVERED BY E.O. 12372	
a. FEDERAL	\$ 132,990.00															
b. APPLICANT	\$ 279,148.00															
c. STATE	\$ 0.00															
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f. PROGRAM INCOME	\$ 0.00															
g. TOTAL	\$ 412,138.00															
17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT? <input type="checkbox"/> YES if "Yes," attach an explanation. <input checked="" type="checkbox"/> NO																
18. TO THE BEST OF MY KNOWLEDGE AND BELIEF, ALL DATA IN THIS APPLICATION/PREAAPPLICATION 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: Michael Montoya	b. TITLE: Project Leader	c. TELEPHONE NUMBER: (575) 464-8768														
d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:		e. DATE SIGNED: 05/06/11														

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Executive Summary

Sovereign Nations Service Corps provides service learning, education and employment for Tribal youth in natural resource management. Targeting high school graduates / GED for hatchery operations, stream restoration, pond construction, fisheries management, trail building, recreation enhancement while providing mentoring/scholarships towards natural resource careers. AmeriCorps member selected from a ten-week summer training program will participate in a 12-month service learning/training in Mescalero / other NM reservations

Rationale and Approach

Rationale and Approach

Two critical issues are addressed in this AmeriCorps proposal; 1. the distressed impacted biological community (the environment) in critically important watershed, and two the economic well-being of the human Tribal community.

The effects of decades of inappropriate natural resource management practices exacerbated by flooding, have left the watersheds flowing from the Sierra Blanca (Three Rivers, Rio Ruidoso, and South Tularosa drainages) scoured, barren, and devoid of habitat. Several years of work will be required to restore the watershed and re-establish self-sustaining populations of Rio Grande Cutthroat Trout (a candidate species for listing under the Endangered Species Act). The Mescalero Tribe has determined to manage the Rio Ruidoso watershed to provide forest habitat for the benefit of deer, elk and bear, as well as provide recreation assets for the community and the general public such as hiking/nature trails, watchable wildlife viewing to develop an environmentally friendly ecotourism economy, as well as protect sensitive cultural sites. In addition, several Pueblos have requested assistance in restoring and/or improving natural resource assets on their respective lands. To this end, the Mescalero Apache Tribe has established a Sovereign Nations Service Corps that will mobilize Tribal youth from across New Mexico and provide them with natural resource management service learning work experiences.

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Regarding in human community, chronic unemployment on Tribal reservations tears at the core of Tribal self-determination particularly when what profession positions exists in a field that is as elemental to Tribal culture as natural resources management are occupied by non-Tribal professionals. It is as if the affinity between the connectedness with the natural world must be interpreted through natural resource managers that often do not understand the Native American culture worldview or the Tribal community. Concurrently, Tribal youth leave school unprepared for the workplace, yet are amongst the cannon fodder used to track, guide and carry gear and equipment for the natural resource professionals. This phenomenon has been evidenced again and again across Indian Country (personal communication, Arthur "Butch" Blazer, Director, Native American Fish and Wildlife Society). Repeated calls from both the Native American Fish and Wildlife Society (NAFWS) and the Southwest Tribal Fisheries Commission (FWS) to "build upon our Native Youth to develop the professionals needed to manage our natural resources".

Statistically, on a national level, of the country's 2.1 million Indians, about 400,000 of whom live on reservations, have the highest rates of poverty, unemployment, and disease of any ethnic group in America" (Carlson, Peter: The Washington Post, 1997). Native Americans remain at the bottom in almost every measurable economic category. Indians earn only a little more than half as much money as the average American - less money per capita than whites, blacks, Asian Americans, and Hispanics. Nearly one-third of Native Americans live in poverty, which is more than twice the rate for Americans in general. (Carlson, Peter: The Washington Post, 1997).

The Mescalero Apache Reservation consists of approximately one half million acres, located entirely in Otero County and whose residents are primarily (97.3%) Native American. Native Americans are less than 1% of the population in the remainder of the county. Otero County, New Mexico has a population base that is comprised of 54.4% White, 33.7% Hispanic, 3.7% African American, 1.3 %

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Asian, and 6.9% other including Native Americans. The median age in Otero County was 35.6 year old (Census Bureau 2005), less than the median age in New Mexico of 36.2. With a total of 26.2% being made up of children and youth younger than 18, Otero can be described as having a medium-high proportion of youths.

American Indian households in Otero County had a median household income level of \$27,501 which was 23.8% less than the county median level for all households, and nearly \$10,000 less than white householders of \$37,477 (2000 Census). When compared to other counties throughout the United States, Otero County reported a medium-low household income of \$35,107, 10.6 % lower than the New Mexico median and 36.1% lower than the median in the US, which is \$49,133. Average pay in Otero County is 26.5% lower than the state, which averaged \$32,032, and more than 30% less than the average US pay of \$40,259. When put side-by-side with other counties throughout the United States, Otero County may be understood as having a relatively high rate of poverty, a rate of 19.3% of the population with family incomes below the 1999 poverty level. The American Indian race/ethnicity demographic group, represents the largest rate of poverty with 35.1% of the people living in poverty (2000 Census). Otero County has 15.4% of the over 25 years old population having a Bachelors Degree or Higher (2000 Census). Otero counted a lower percent of highly educated individuals than the State of New Mexico (23.4%) and a lower percent than the national average (24.4%). The 2000 Census reports that 17.4% of the population of white alone attend a Bachelors, while 11.6% of black, 25.6% of Asian, and 5.2% of the Hispanic population, over the age 25, has achieved a bachelors degree or higher, whereas Native Americans had less than 2.0% has achieved a Bachelors Degree of Higher. Our AmeriCorps members will be uniquely well-suited to implement a solution as they will be recruited from a pool that is defined by specific need which they will address. AmeriCorps candidates will be Tribal members, motivated, unemployed, will like to work in the out-of-doors, and reside on the reservation. Therefore success is defined by them and their service to their communities. The

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Mescalero Tribal Fish Hatchery has had an education and training program in place for several years and continues to refine and improve upon it. Amongst the resources located on the primary worksite is an active fish hatchery, currently producing 60,000 lbs. of catchable (>10") fish in support of Tribal fisheries programs. We also have two classrooms, one a computer lab, a resource library, two dormitories (one male, one female), three ponds in construction, over 10 miles of trail in construction, three drainages dedicated to native Rio Grande Cutthroat restoration, and over 20,000 acres of forested lands dedicated to native species restoration. Every AmeriCorps trainee will be provided instruction and training by trained professionals. In the process of serving the native biological communities, they will obtain the knowledge and confidence to interact constructively with natural resource professionals from federal and state jurisdictions, and work cooperatively to address common concerns. Because the Mescalero Apache Tribe has in place an ongoing contract with New Mexico State University Fish and Wildlife Department to conduct habitat studies on the reservation, our AmeriCorps will be required to interact with college students, both graduate and undergraduate in the field. They will also be visiting college and university campuses, and federal field stations (e.g. wildlife refuges, hatcheries, national parks) during their tenure. In addition, they will be working with NCCC teams, and university-based AmeriCorps which experience has shown to be very useful in taking the first steps successfully in interacting with the majority culture. As AmeriCorps members may come from other Tribal reservations with natural resource issues, they join the program with the solution in their work plan as defined by their site supervisor. During their term of service AmeriCorps members from other reservations will have directed workplan designed in concert with the Tribe's natural resource manager and/or site supervisor. All AmeriCorps members that successfully complete the program will have had personal contact with their potential teachers, classmates, and academic advisors and will have the financial means (e.g. scholarship award and matching tribal scholarship) to attend an institution of higher learning. They will also be afforded

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continued employment (summers / breaks) and a bridge (Fish and Wildlife Service (FWS) internship, and National Center for Continuing Education (NCCE) internship) to careers and employment assuming their academic success. As stated before, this is a multi-year deliberate process that requires individual attention, however in order to solving the identified need to properly manage the natural resources of Tribal reservation lands, we feel there must be a competent educated workforce that comes from within the Tribal community.

The long-term anticipated outcomes will admittedly be harder to measure as it is defined by the development of Tribal natural resource professionals that become employed on Tribal lands. This will take years develop these outcomes from these AmeriCorps members. However, as we already have Tribal members in college that are on staff and team supervisors, real outcomes may be evident within a year. Annual success will be defined as AmeriCorps members successfully completing training with Tribal employment in a natural resource field, and/or enrollment in an academic institution leading to a certificate/degree. Quarterly reports will provide documentation of AmeriCorps member participation in work crews that will undertake and complete defined natural resource tasks, such as care of fish, springs developed, pond construction completed, stream/ creel surveys completed, miles of trail completed, length of riparian restored, recreational feature installed, pounds and size of fish delivered etc.. Each project completed will have environmental benefits for the reservation, and will increase outdoor recreational benefits for the public. Other metrics might include hours of public use of a defined area, as currently there is no public use at present of the area being considered for development.

As stated before, the Mescalero Fisheries Department has been working on the identified problem (development of Tribal natural resource professionals) for a few years with some success. Two former employees have graduated from university with a BS degree and are employed by Tribes (one as a Natural Resource specialist at Laguna Pueblo, and one as a Wildlife Biologist at Tesuque Pueblo).

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Another former employee has graduated and is currently employed by FWS. One current staff member is a senior graduating this spring semester with a degree in Fish and Wildlife Management. We currently have six employees /students in university, four of which are pursuing programs leading to a natural resource degree, and have successfully completed a minimum of 30 semester hours of college credit. This is a long process that requires individual attention, however in the long term. In order to properly manage the natural resources of Tribal reservation lands, we feel there must be a competent educated workforce that comes from within the Tribal community. The Sovereign Nations Youth Conservation Corps intends to provide a pathway through AmeriCorps for Tribal youth to pursue careers in natural resource management while providing service for the benefit of the natural resources on their reservation home lands.

However, our limitations have been that we have only been able to operate a limited summer youth training program which does not provide for the comprehensive support we need to provide for our youth. If funded, AmeriCorps members will serve full-time for a year, exploring academic options and developing a pathway to a natural resource management career while serving the community; earning scholarship money to obtain advanced training, as well as establishing academic contacts, and building a positive relationship in the community, by protecting and enhancing the community's natural resource assets. Previously, scholarship awards were limited to the \$1000 minimum award, whereas we now have a commitment from the Mescalero Apache Tribe to match the scholarship award obtained through AmeriCorps. In addition, we have a commitment from the SWTFC to provide a scholarship award for a second year tuition upon successful completion of the first and positive community standing. Also, our Tribal funding will provide for summer and break employment for students in school. Finally, our relationship with the student and with faculty and university department staff have enabled us to track every student's academic progress to resolve problems before they become a crisis.

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a. Problem

The problems of development of Tribal natural resource professionals, and the care and maintenance of Tribal natural resources are linked. As one is addressed, the buy-in of the Tribal community to address those issues grows. The majority of Mescalero's Natural Resource professional staff are not Tribal members. Likewise, the majority of natural resource professional staff amongst the Pueblo's, Tribes and Nations in New Mexico are not Tribal members. It is not the purpose of this program to replace these professional that are, in the main, doing an outstanding job in their respective reservations. On the contrary, this is an education and training program which in time will develop Tribal natural resource professionals that will work in these position through attrition. In the meantime, there is the possibility of being employed in the natural resource department while attending school. There are term positions available with the Bureau of Indian Affairs (BIA) and FWS which will only increase their experience and capabilities. This target community and population served was a directive born of obvious need as stated by Tribal leaders, the NAFWS, and SWTFC. It is our belief that through the development of skilled Tribal natural resource professionals and their commitment to the proper use, protection and stewardship of our natural resources, sovereign nations will thrive.

b. Solution: AmeriCorps Member Roles and Responsibilities

Our proposed solution is to target Tribal youth in general, and in particular those that have a cultural connectness with the outdoor world; provide them with an opportunity to work in the out of doors, while demonstrating, using practical real world of work examples, the utility of applied mathematics, the application of ecology in cultural terms, as well as the opportunity for service learning on their homelands. Native people are in the main, culturally and historically tied to their homeland. It is an

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important element in definition of self. Without the connectedness to homeland, and the support of family and friends, few have been successful in an atmosphere of post-secondary education. This really has been the basic underpinning of the development of Tribal colleges. It has been our experience that Tribal youth have responded well to this experiential approach and in the process, made academic success (higher education) achievable.

The program at a glance:

We anticipate beginning the 2011 two-week training and education component in late May. We are inviting Tribal seniors attending the three area high schools as well as other Tribe to attend, as well as unemployed youth aged 18-24 that possess a high school diploma or a GED.

This training session will be limited to 30 individuals and paid for using Tribal funding. During these 2 weeks, participants will first receive training in life skills, job skills, first aid, CPR and work ethics, safety and expectations. A personnel file will be created for every participant, in which they will outline career goals, and ambitions. Every participant will take pre-and post tests on defined instructional units as a performance measure to determine individual success as well as program efficiency. Training sessions will be led by New Mexico natives, with a great deal of teaching and leadership experience coupled in the cultural traditions of her indigenous people. Participants from other Tribes and Pueblos will be lodged in dormitories provided at the Mescalero Fish Hatchery. Informal discussions after dinner provide opportunities for feedback, question and answers, and refining methods and techniques. Inter-tribal Participants will also be provided with options for after work and weekend activities to include active sports activities (volleyball, basketball), light entertainment (television/DVD library), internet (computer lab), participation in local activities. In addition to the classroom sessions, participant-driven group discussion sessions can occur in the dorms or around the campfire that reinforce the importance of maintaining and building the Tribal

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community by protecting and managing its natural resources. Discussion often cover natural resource dilemmas and solutions, as well as develop awareness and responsibility of community service, not to mention public-speaking and leadership skills. Our meeting room is equipment with a large screen with internet and dish network capability. Leisure time activities will also provide opportunities to view topically relevant videos and films, Indian history, culture and traditions. As the beginning of each work period, participants are divided into work teams, and their group leader will provide them with additional training and safety instructions relevant to the task they are assigned. Work teams will rotate to provide a varied work experience but each team will obtain experience in coldwater fish culture; vehicle care and maintenance, transport and stocking fish; recreation and park development; trail building and maintenance; spring development; stream improvement; lake and stream management; creel surveys; and riparian area protection techniques; applied math and science topics; as well as introduction to Global Positioning System (GPS) and Geographic Information Systems (GIS) techniques. Participants will participate in natural resource management projects (e.g. trail building, flood debris removal/utilization, forest management projects, fish culture, stream assessment and rehabilitation, etc.) some which may require extensive hiking and an overnight camping event. Participants are encouraged to engage in campfire discussion of tribal lore, story-telling, self-expression, and natural resource topics. Other optional activities will include art to provide a culturally relevant medium of expression, access to internet, group activities (sports activities, tours) and social events.

From this group, no more than 18 individuals will be selected to participate in a ten-week summer work program beginning in first part of June with the Youth Conservation Corps (YCC) based on their performance. This program will be funded by the FWS and will a deeper more intensive work experience, emphasizing more field experience and overnight camping, and through applied work experience develop a basic understanding of ecosystem function. Classroom training will include basic

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limnology, water quality, plant identification, field first aid, applied GPS and GIS techniques, and other relevant topics. Training curricula will include but not be limited to chapter excerpts from texts such as: Limnology (Wetzel); Introduction to Fish Health (Post); Recreational Fisheries (Silger & Silger); Fishes of New Mexico (Sublette, Hatch, Sublette); Watershed Restoration: Principle and Practices (Williams, Wood, Dombeck); Fisheries in a Changing Climate (McGinn); Influences of Forest and Rangeland Management on Salmonid Fishes and their Habitats (Meehan). Each participant will have a individual career file, which will include contact information, training completed, career goals, and relevant medical records. To this file, daily attendance will be tracked, participation in extracurricular activities, evaluations, and pre-post tests that should reflect growth and understanding of materials and experiences presented. Certain sections of this file will remain confidential available only to the director, to be accessed to track long term career path of each participant. YCC members will be afforded an opportunity to work towards an minimum education award during their tenure in this program. Personnel evaluations will be given at the end of the program around mid-August.

From this group, and from other applications if necessary, 10 individuals will be selected to participate in a year of service as an AmeriCorps member, beginning sometime after mid-August.

AmeriCorps members will continue to be provided instruction as described above however about increasingly advanced techniques and principles of natural resource management then have the opportunity to implement those practices. AmeriCorps members may be out in the field for periods up to three to five days implementing techniques and practices learned in the classroom. In the classroom, they will contribute to a green workplace, and a green community, then participate in greening the Mescalero community. They will learn supervisory skills and team building skills and in time will reach out to the community, mobilize and supervise volunteer work crews. In time, they will participate in mobile work teams, taking our skills on the road to assist other reservations with

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their natural resource needs, and begin the process of developing a YCC program on other reservations. Our staff will continue to maintain contact with individuals that have returned to their work site following training. Our staff will continue to provide information regarding summer employment opportunities, natural resource practicums, workshops, summer academic scholarships, college opportunities and other items that may be of interest to the participants. All participants will be invited to visit to New Mexico State University to make introductions to Wildlife and Fisheries Department instructors and staff, the Native American Program staff members and provide opportunities to enroll and engage in student intake programs.

Ten AmeriCorps members will work full time for a year to understand the natural resource challenges and opportunities and learn about the tools needed to address those issues. If an AmeriCorps member cannot fulfill his/her commitment for an entire year for a legitimate reason, we seek relief, and perhaps consider alternative such as two part-time or a combination of part-time and quarter time positions.

c. AmeriCorps Member Selection, Training, and Supervision

Members will be recruited in three ways. 1. Participating in Job Fairs at each of the three high schools that serve the reservation (Ruidoso High School, Mescalero High School, and Tularosa High School), and classroom/Indian club presentations. We will target Tribal youth that are graduating and considering work or college after completing high school. 2. We will invite applications from individuals who have graduated or obtained their GED, and 23 or younger, college experience desirable, are looking for work out-of-doors. We will advertise at the local post office and with the Tribal personal office. Potential candidates shall understand that this is not just a job, but an invitation to a career. 3. We have been and will continue to offer a training position to the Tribes in New Mexico, provided there is suitable contract in place, site supervisor and available housing and

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support for the AmeriCorps member. This alternative is being considered by no less than two Tribes for this year, and it is expected that additional recruits will be obtained in the future provided the anticipated outcomes are realized this first year. Participants that will be assigned to return to their reservations in to complete their AmeriCorps service will carry with them a work performance plan agreed upon in concert with their site supervisor. Regular contact will be maintained with the AmeriCorps member both directly to assist them in carrying out their work plan and with their site supervisor to insure performance. AmeriCorps members will be interviewed at regular intervals to determine if they are still on track to complete their year of service, share challenges and opportunities, and to provide information about upcoming instructional programs, activities and events, job opportunities, college courses, and proposed service learning experiences.

It is our intention that The Sovereign Nations Service Corps will develop over several years to create a service corps units within each Pueblo, Tribe, and Nation to address natural resource issues within Tribes as well as amongst tribes. The Corps will mobilize Tribal youth through employment programs across New Mexico, with could begin to turn to tide of chronic unemployment, limited job-training, the lack of natural resources management professionals, as well as address natural resource needs on Tribal lands and within a Tribal context. Throughout this program, the motivation of culture and traditional knowledge will be applied to resource management issues land stewardship and conservation in order to address current natural resource challenges. In the spirit of the renowned "Red Hats", the Sovereign Nations Service Corps, once in full operation may parallel, complement, and coordinate administratively with the Governor's Rapid Response Conservation Corps and the Youth Civic Justice Corps. Over the long term, we intend to collaborate with other community service programs (e.g. Ecoservants, New Mexico Commission on Community Volunteerism, State of New Mexico Youth Conservation Corps, and State of New Mexico Children, Youth and Families Department to apply service learning in a region-wide effort to improve biological and human

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communities.

Diversity amongst AmeriCorps will occur due to the varied background of each of the applicants, and perhaps from different reservations, however they will have a common bond of being native and caring for Tribal natural resources. Trainings will be appropriate to the task as there will be immediate feedback and practical application for each. Training will be extensive for all participants at the end of the academic year, and additional training and support will be provided throughout the summer with funding provided by the FWS. AmeriCorps funding will begin following 12 weeks of training and work experience, therefore we feel that AmeriCorps members will already have a considerable amount of technical experience in the field but will provide opportunities to concentrate on higher level independent team activities, leadership skills, travel requirements, reporting obligations, academic planning, and supervisor responsibilities for volunteers, AmeriCorps obligations and engaging other Tribes. Training will continue throughout their term although will become more oriented toward future planning towards the end of their tenure. Our mission is to serve Tribes, and everything done provides opportunities, both structured and unstructured for all our AmeriCorps, to reflect and learn from their service. and further to grow their potential to serve the human and biological communities. One structured event that will occur near the completion of the recreational park and pond will be a blessing and dedication of the park to the community elders. This will bring the entire community together to feast and share their experiences and their commitment. We have found through past experience that campfire chats (usually spontaneous), learning lunches, and evaluations are very beneficial in reflecting upon past events and visioning towards the future.

Organizational Capability

a. Organizational Background

The primary contact for the grant application is President Mark Chino, President of the Mescalero

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Apache Tribe. He has directed that all correspondence regarding this program be directed to Mr. Michael Montoya, Project Leader Mescalero Fish Hatchery and AmeriCorps Project Leader.

Regarding the Mescalero Apache Tribe's organizational background, it is important to note that the Mescalero Apache Tribe was originally established on May 27, 1873 by Executive Order of President Grant, the Mescalero Tribe has a land area is 1,862.463 km² (719.101 sq mi), almost entirely in Otero County. The Mescalero Apache Tribe has adopted a constitution and maintained the responsibilities of a sovereign government since 1936. The nine-member Tribal council elected by majority of votes cast by the membership, oversees all Tribal operations, and serves as the board for the purposes of this and other proposals.

In any given fiscal year, The Mescalero Apache Tribe manages between 75-100 federal, state, and private foundation grants, establishing a long, credible and cooperative history with a multitude of agencies, including the FWS Youth Conservation Corps (YCC), State of New Mexico Children, Youth, and Family Department (NMCYFD), the State of New Mexico Youth Conservation Corps (NMYCC).

All bookkeeping accounting standards and procurement procedures are in compliance with Audit Requirements (Single Audit Act Amendment of 1996) in the current Office of Management and Budget (OMB) Circular A-128, Circular A-133, and in title 43 Code of Federal Regulations Part 12, Section F Special Contract Requirements, and A-87 - Cost Principles for State, Local, and Indian Tribal Governments, 2 CFR 225. The Tribe has administered and continues to administer many federal grants (e.g. EPA, BIA, HHS) including over sixty (60) 638 self-determination contracts.

Currently, the Tribe employs about 600 employees in thirty (30) Tribal departments, operates its own Tribal utilities department, roads department, as well as forestry and fisheries department. The Mescalero Division of Resource Management & Protection and Fisheries Department is directly responsible to the Tribal Resource Committee, a sub-committee of Tribal council that has authority over activities on the Mescalero Apache Tribe. The Mescalero Fisheries Department has sponsored

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summer work experience programs since 2005, taking up to 23 students at any one time. These programs have targeted high school students, with the intent of recruiting students into natural and cultural resources professions such as forestry, range, wildlife, hydrology, archaeology, and GIS Systems technology. In addition, college students pursuing natural resource careers have been hired to assist as interns to serve as crew supervisors providing role models for the younger employees. The Tribal Fisheries Department in concert with the Southwest Tribal Fisheries Commission (SWTFC), a 501c3 non-profit organization, has administered P.L. 638 contract CTM60T70269 Southwest Tribal Fisheries Management Program for the past six years, worked in concert with Ecoservants, a non-profit community service organization based in Ruidoso, New Mexico to sponsor AmeriCorps NCCC projects, and University-based AmeriCorps summer break service learning work experience.

As stated previously, our organization has had several years of experience in raising funds to support service activities and the support of several state and federal agencies. Our strongest advocate is the Bureau of Indian Affairs (BIA), who have awarded several 638 contracts to carry on our service activities over the past several years. For the record, for the purposes of matching federal funds, 638 contract dollars are no longer considered federal funds, but tribal, once the contract has been awarded.

We are currently receiving support from the Corporation for a \$50,000 Indian Planning Grant. Other financial support from the Corporation went directly to participants in the form of education awards administered by Ecoservants, an non-profit obtaining their funding through the NM state commission. With the exception of this planning grant, no other funding currently comes from the Corporation.

Other sources of support come from the FWS that directly employs the YCC participants. In prior years, funding has come from the State of New Mexico, however there is currently no funding available in any programs from this source.

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We have not yet operated an AmeriCorps program, however our existing Sovereign Youth Conservation Corps is well integrated and supported by the Mescalero Fisheries Department and by the Mescalero Apache Tribe. Our program currently consists of the department director / project leader, an assistant project leader, an office manager, and three various technician positions. Within our internal Tribal management structure, our program reports to the Natural Resource Committee, a sub-set of the entire Tribal council. We also have obligatory Director's meetings primarily for informational purposes. We meet approximately four times a year at irregular intervals, we are required to provide progress reports and address inquiries to the Natural Resource Committee who in turn reports to the entire council. The tribal council serves as the board of directors for the purposes of this program.

b. Staffing

The AmeriCorps program will be directed by Mr. Michael Montoya.

He holds B.A degree in psychology (UNM 1970) , and M.S. degree in Fisheries (NMSU 1994), and an Ed.D in Education Administration (UNC 1975). Mr. Montoya has taught junior high school / high school in Colorado and New Mexico, and served in various administrative capacities in the Mora Independent School District. He has worked as a fisheries biologist with the FWS as a Fisheries Biologist in New Mexico, Texas, Arizona, New Mexico and Utah between 1990 and 1995. He worked as Fisheries Director for the Unitah and Ouray Indian Reservation (Ute Tribe in Fort Duchesne, UT) for nine years before accepting the position as Executive Director of the SWTFC charged with reopening the Mescalero Fish Hatchery. Mr. Montoya has been Director of the Mescalero Fisheries Department since its inception in 2008.

He will be responsible for programmatic orientation, and providing for training and technical assistance, and programmatic portions of compliance on this site and well as monitoring and oversight of service sites.

Narratives

Ms. Karena Smith will be the office manager for this project. She has had several years of bookkeeping, receiving, and accounting experience in various departments at the Inn of the Mountain Gods. She holds an A.A degree in bookkeeping from Eastern New Mexico University and an A.A. degree in accounting from New Mexico State University. Ms. Smith was been hired during the Planning grant phase and has received specific AmeriCorps sponsored training "Financial Grants Management Institute" in Dearborn, November 15-18 receiving a CPE award for successful completion of the training. Ms. Smith attended this training with the Tribal special revenues accountant, Marlinda Chimal in order to insure continuity in financial matters between the program's bookkeeper and Tribal accounting. Ms. Smith will be providing financial orientation to timekeepers and those with need to know as well as submit request for all program expenditures to the Tribal accounting office. She will be responsible from financial compliance on this program.

Ms. Shelley Belin, will be providing training and supervision to AmeriCorps members in the areas of aquatic ecology, stream restoration, and cold water fish culture. Ms. Belin has been attending New Mexico State University in Las Cruces for several years, working towards her degree in Fish and Wildlife Sciences. She has been an employee of the Mescalero Fish Hatchery for more than five years, as a fisheries aide, fisheries technician and currently as an assistant project leader. Ms. Belin has been the Mescalero YCC representative to the YCC National Youth Summit held in Washington DC in November 2010, and successfully completed a National Conservation and Training Center sponsored course entitled "Rotenone and Antimycin use in Fish Management" held in Santa Fe, NM in August 16-20, 2010.

Ms. Tori Marden will also be on staff and providing leadership and supervision of AmeriCorps members. Ms. Marden has been working for the Mescalero Fish Hatchery for three years, after having attended Haskell Indian Nations University, in Lawrence KS pursuing an A.A. degree in Natural Resource Management. She is currently working on a degree through Eastern New Mexico State

Narratives

University. She participated in "Trail Construction and Maintenance" Training in 2009 had has provided instruction and supervised trail crews as well supervised hatchery maintenance and pond construction crews.

Mr. Ted Smith is the Director of the Aquaculture Department at Trinidad State College. He will provide training and consultation throughout the program. Our department will be looking for outstanding youth who do not desire to enter into a 4-year college program to participate in an associate's degree program in aquaculture at Trindad State College.

We will also be calling upon Ms. Thora Padilla, Director of the Mescalero Department of Resource Management and Protection to provide several lectures. She holds a M.S. degree in Forestry, New Mexico State University, and is a lecturer at Eastern New Mexico State University. She will be giving lectures in riparian restoration, forestry practices, and management. Several other guest lecturers and presenters with expertise in specific fields (e.g. Earl Bell, GPS/GIS specialist; Jennifer Smith, Wildlife Biologist; Greg Mendez, Medical First Responder -- First Aid).

Cost Effectiveness and Budget Adequacy

Cost Effectiveness and Budget Adequacy

a. Cost Effectiveness

The inception of a Sovereign Nations Youth Corps was made possible by a grant from a pilot program from the New Mexico Commission for Community Volunteerism and the State of New Mexico Children, Youth and Families Department aimed at addressing critical job creation needs and protection of resources on Tribal lands within the state. However, as the state of New Mexico State financial resources dwindled in subsequent years, other stakeholders, primary FWS and BIA recognized the long term benefits of this concept and stepped up to divert funds to this undertaking. Currently, the Mescalero Apache Tribe under BIA contract is able to contribute the majority (51%) over \$90,000 (51%) toward member costs. In addition, the Mescalero Apache Tribe is absorbing the

Narratives

bulk (78%) of the program operating costs. Overall, the Mescalero Apache Tribe has committed as its cost share and/or in-kind contribution for the first year of the project a total of \$280,678 or 68% of the total costs.

The Natural Resource Committee (sub-set of Tribal Council) will scrutinize this program, and if they determine that it has been successful (college placement / natural resource benefits) they will recommend continued support, and further recommend continued matching the education award provided by the Corporation. In addition, National Center for Cooperative Education (NCCE) and the FWS will play an important role in taking on interns for placement of program graduates. Also the financial commitment from the FWS for YCC may be used for cash/in-kind match in the funding formula in future years. Finally, we will continue to apply to sources that have provided in-kind assistance and/or support services in the past. This includes the State of New Mexico Youth Conservation Corps, various elements of the Mescalero Apache Tribe Department of Resource Management and Protection, BIA Forestry, the FWS Tribal Wildlife Grants Program as well as previously stated, New Mexico Commission for Community Volunteerism and the State of New Mexico Children, Youth and Families Department.

b. Budget Adequacy

Due to our prior experience in this regard we feel that the budget is clear, reasonable, cost-effective, and in alignment with the program narrative. Further that the budget is adequate, given the considerable cash and in-kind contributions generated from other than Corporation resources.

Evaluation Summary or Plan

N/A

Amendment Justification

N/A

Clarification Summary

Narratives

Section B. Personnel Fringe Benefits: No fringe benefit expenses appear on the budget, please confirm that fringe is not included in personnel salaries.

Fringe benefits are not included in personnel salaries and is not provided for non-permanent employee except as provided for directly by Tribal administration (e.g. Workman's Compensation).

Section C. Staff and Member Travel: Basis for the mileage estimation for staff and member travel.

Site visits to Tribes - Site Supervisor

6 visits @ 500 miles each visit. Distance to Isleta the closest Pueblo is 199 miles one way or 398 miles round trip. Distance to Dulce, New Mexico Headquarters and administrative Center for Jicarilla Indian Nation is 376 miles or 752 miles round trip. The basis for mileage estimation was to average the distance between to closest and most distant reservation we serve.

Staff Travel (carrying project supervisor, staff, material and equipment to and from work sites):

Worksite areas include Rio Ruidoso (28 miles one -way); Eagle Creek (38 miles one way); Silver Lake (29 miles one way); Average of 30 miles (60 round trip to worksites x 5 work days monthly = 300 miles monthly time 10 months during field season = 3000 miles + 600 miles to Ruidoso and/or Alamogordo to pick up and deliver supplies. = 3600 miles..

Member Travel between station and work sties: Worksite areas include Rio Ruidoso (28 miles one - way); Eagle Creek (38 miles one way); Silver Lake (29 miles one way); Average of 30 miles (60 round trip to worksites x 10 work days monthly = 600 miles monthly time 8 months during field season = 4800 miles. . In additons. staff and members will offer services and demonstration to other Tribes and Pueblo in New Mexico. It is hoped that the beneficiary tribe will provide financial support to cover costs of travel to other reservations. However if these travel costs are not covered by beneficiary Tribe, the BIA Training and Education grants will cover expenses. Given the current cost of energy and travel, it can be estimated that this budget is no longer adequate, however we will apply

Narratives

to the BIA Training and Education grant to make up for deficiencies in this grant request.

Section I. Other Program Operating Costs: :

- 1) The budget for background checks includes necessary FBI checks for all staff and members. The Inn of the Mountain Gods will as an in-kind contribution provide all background checks with the exception of the FBI fingerprint checks. This will be provided either by Mescalero Apache Schools and/or Bureau of Indian Affairs Police. We have budget \$100 per background check. Any additional expenses will be borne by the Bureau of Indian Affairs Training and Education Contract.
- 3) Shared Office space (e.g. Meeting room, library resource center, were not included in calculation, however as AmeriCorps will be making use of this space as well we have revised to 50% to be consistent with utilities.
- 4) Office rent calculation is correct to 50%.
- 5) Please explain what is included in the \$50/member award package. Included in the \$50 member award in a jacket and cap with AmeriCorps logo as well as other incidentals (pins, pens, address book).

Section II. Member Support Costs:

Source of Funds: The detail for the amount of the in-kind and/or cash match is below listed.

Matching Contributions

In-Kind Cash

Budget Section 1

Project Leader 36,000

Asst. Leader/Crew Leader 43,680

Staff Travel 1,800

Narratives

Member Travel	2,400	
1 Ton Pick up	15,000	
15-passenger Van	10,000	
Safety gear	4,000	2,800
Tools	1,400	3,000
Consultant Services	1,600	
Staff Training	360	
Member Training	1,600	
Criminal Background	1,200	
Office Space	2,400	
Utilities	600	2,280
Budget Section 2		
Member Full Time	81,950	
FICA	8,470	
Budget Section 3		
Indirect Cost	58,608	
TOTAL	37,800	241,348

PROGRAMMATIC CLARIFICATION ITEMS

Q. Please explain how this program will meet the requirements for a youth corps program, which allows for 16 year olds to enroll as members. AmeriCorps members may only be 16 if they are out-of-school youth.

A. The best way to explain this is to describe the differences between the two complementary programs. Our Sovereign Nations Youth Conservation Corps (YCC) Program targets youth aged 15-

Narratives

18 for a 10-week summer training and education program. For this program we recruit from the three area high schools, with priority going first to seniors, then juniors and lastly sophomores. We do not prioritize hiring of out-of-school youth, but have accepted some individuals with proof of enrollment in a GED program. This program is primarily funded by the Fish and Wildlife Service (FWS), with assistance from the BIA (Bureau of Indian Affairs).

The most outstanding participants in the YCC program will be invited to apply for a year of service in the Sovereign Nations Service Corps provided they meet the minimum qualifications (e.g. graduated from high school or G.E.D. and 16 year minimum age). The Sovereign Nations Service Corps is a potential next step after high school on the path to a career in natural resources. Upon successful completion of the year of service in AmeriCorps they will have earned a \$10,000 scholarship (combination of AmeriCorps Education Award and Tribal scholarship programs) and the confidence/maturity/support to attend college/university.

Q. Please explain the roles of the assistant project leader/crew leaders listed in the budget.

A. The assistant project leader is responsible for overall supervision of the Sovereign Nations Service Corps and Youth Conservation Corps in the absence of the project leader. The assistant project leader is a staff member responsible for carrying out the programs as directed by the project leader as is often delegated as supervisor and may be called upon from time to time to serve as a crew leader. The crew leaders are staff members that serve primarily as supervisors for the AmeriCorps members, to direct and provide leadership in carrying out tasks, to report to the project leader or assistant on the progress of a given task, and to insure the safety of the crew member. During the course of a year, AmeriCorps members will each be called upon to assume the role of crew leader to a part of leadership training. In addition, AmeriCorps members may assume the role of assistant project leader, however in either scenario, this appointment will not displace staff members, but provide the environment for stepping

Narratives

up to assume authority and the responsibility that demands.

Q. The application states that preference will be given to enrolled members of federally recognized tribes. Please note that an Indian tribe may target member recruitment within its own tribe or to other Indian tribes, but may not refuse to select an AmeriCorps participant if, in so doing, the tribe would be discriminating on a prohibited basis. Please confirm your intention to comply with AmeriCorps regulation § 2540.210 for member eligibility and non-discrimination.

A. We recognize that Indian preference can be considered when there are two candidates that have essentially the same qualifications and apply for an AmeriCorps position. However if there is a clear difference in qualifications between a tribal member and non-tribal member, the best qualified candidate must get the nod, regardless of tribal preference. It is our intention to comply with AmeriCorps regulation § 2540.210 for member eligibility and non-discrimination and all other applicable federal laws regarding discrimination.

Q. Please describe the plan for selecting the additional tribes that will be included in the program design. How will the Natural Resource Departments and site supervisors become trained on AmeriCorps responsibilities and policies? Please explain how off-site program activities will be sufficiently monitored.

A. We have discussed a procedure with two tribes (Nambe Pueblo and Isleta Pueblo) that have expressed a strong interest in having an AmeriCorps member as part of their natural resource program. In each case, the duties and responsibilities of the AmeriCorps member were different as defined by the director. In theory, a contract would be made with the respective department director. The contents of the contract would include 1. the duties and responsibilities of the AmeriCorps member (Work Plan); 2. line authority of the AmeriCorps member; 3. Duties and responsibilities of

Narratives

the Pueblo to the AmeriCorps member as a supervisor; 4. Duties and responsibilities of the Pueblo to the Sovereign Nations Service Corps including reporting requirements, and additional training; and 5. site visit and program evaluation in concert with the Sovereign Nations Service Corps. The specific contents of each contract is arrived at through discussion with the individual responsible for supervision with the blessing of the Tribal administration. The specific workplan and line authority will vary between Tribe but without a concrete offer (AmeriCorps funding) it is not possible to enter into a contract with another Tribe.

Q. Please describe the supervision plan for members to include: 1) whether members will serve on multiple teams, 2) the member to supervisor ratio, and 3) the frequency of member and supervisor contact.

A. AmeriCorps members will serve on multiple teams. Our staff has expertise in several areas. In order to provide AmeriCorps members wide a wide array of experience, they will be assigned and rotated amongst various staff members / supervisors during their tenure. The ratio of member to supervisor contact is dependant upon the activity undertaken. For example, for training and classroom activities the ratio can be as low as 10:1 with the addition of a teacher / consultant. For field activities, the ratio will not exceed 5:1, five members for each supervisor, while if and when a contract is executed with a Tribe, the supervisor AmeriCorps ratio will be 1:1. Also there will be events in which the ratio of member to supervisor/project leader may be 2:1. The frequency of member to supervisor contact will be daily, over the course of the year, although independent field work using knowledge obtained in best management practices and judgment by the AmeriCorps member will be a target or goal of our program.

Q. Please explain the plan to recruit or support volunteers for this program.

Narratives

A. Our recruiting efforts have diminished over the years, as our notoriety and success with Tribal youth have increased. We do continue to take in applications for our YCC however we are no longer able to provide work experience for all the volunteers that have applied. In addition, we have been host to a crew of NCCC AmeriCorps every year for the past three years, as well as a crew of Commuter Corps from Slippery Rock University in Pennsylvania that give up their spring break to do volunteer work here on the Mescalero Apache Reservation. With all non-resident volunteer we provide housing complete with kitchen, kitchen and dining room utensils, bedding, showers and toiletries. Invariably our youth interact with the volunteers and provides a variety of wholesome and recreational activities.

Q. Please clarify whether any of the member activities, such as the operation of the Tribal Fish Hatchery, will generate income for the tribe.

A. Part of the member activities support the operations of the Mescalero Fish Hatchery whose mission is to provide trout in support of Tribal recreational programs across New Mexico. And the beneficiary Tribes do provide revenues to offset the cost of rearing fish, however the revenues are specifically for reimbursement for feed costs and transportation expenses and do not provide income for the tribe. A 638 contract (P.L. 92-638 Indian Self-Determination Act) provides federal funding to Tribes to assume responsibilities previously provided by the Federal Government. The Mescalero Apache Tribe receives a modest "income" under this contract to operate and maintain the Mescalero Fish Hatchery for the benefit of New Mexico Tribes we we used as in-kind and cash match for this project. .

Q. Please confirm your desired grant award start date and member enrollment period start date. As it is advisable that new programs select a member enrollment period starting August 1st at the earliest. Enter a statement confirming the desired grant award start and member enrollment period start.

Narratives

A. We would like to begin training to develop program policy, obtain an understanding of all the enrollment requirement and procedures upon notification of a grant award. The person taking this training will be Karena Smith, previously hired under the AmeriCorps planning grant, and remains employed by our department using 638 contract funds. If we are successful in obtaining an award, (assuming notification in June) we will continue to use Tribal funds to support Ms. Smith to allow for two months of preparation to be ready to enroll members. We would move Ms. Smith onto AmeriCorps funding once we have received a grant award start notice and notification to proceed. Our YCC program is scheduled to end the first week in August, we are planning on beginning our member enrollment period at this time, provided we are prepared and trained to do so.

Q. Please verify that criminal history checks will be conducted on all members, employees and other individuals as described above. Please verify that the criminal history checks conducted for members and staff will include an FBI fingerprint check in addition to the state registry check and the NSOPR for anyone with recurring access to vulnerable populations.

A. Please consider this verification that criminal history checks will be conducted on all of our staff, including project leader, assistant project leader, supervisors and crew leaders as well as all incoming AmeriCorps members. The Inn of the Mountain Gods Resort and Casino, an enterprise of the Mescalero Apache Tribe conducts an extensive criminal history check on all of its employees, and also conducts the same for the Mescalero School and other Tribal departments as an in-kind contribution. They do a private, civil and criminal search, search New Mexico Court Records or the state in which the candidate resides, a credit history, a job history, a National Sex Offender search, and a Tribal Court search. They no longer conduct an FBI fingerprint check, however we are in discussions with the area schools (Mescalero and Ruidoso) and the Bureau of Indian Affairs (BIA) Police, Mescalero Agency requesting a fingerprint check for all our staff and applicants. Any costs associated with the

Narratives

fingerprint check will be paid for by the BIA training and education grant, and included as an in-kind and cash contribution and therefore no changes in the budget will be necessary.

Although we will not be privy to the specific findings on the extensive background check as all information is private and confidential to the Law Enforcement / Human Resources office, they will provide a pass / fail notice with no reason given. Any candidate that does not pass the background check will not be eligible for employment. This standard of scrutiny is above the standard set by AmeriCorps but will be used by our program at least until a more compassionate forgiving process can be developed. It is in the best interest of our youth that there should be no quarter be given to sex offenders or with a documented history of violence.

Continuation Changes

N/A

Performance Measures

SAA Characteristics

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

Priority Areas

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

Grand Total of all MSYs entered for all Priority Areas 10

Service Categories

- At-risk Ecosystems Improvement
Community Revitalization/Improvement

National Performance Measures

Priority Area: Economic Opportunity

Strategy to Achieve Results

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

Each AmeriCorps member will be provided the opportunity, as part of their workplan, to interact and work collaboratively with various instructors, interns, and professionals in a natural resource field. These individuals are engaged with the Mescalero Apache Tribe in a native fish restoration project on the reservation. As such the AmeriCorps members have the opportunity as a result of their work, to get a helping hand, encouragement, and personal knowledge of individuals (both students and teachers) that they might be involved were they to pursue a course of studies. In addition, the Mescalero Apache Tribe and any participating Tribes will match the CNS award therefore providing a \$10,000 cash incentive to enter post high school education. In addition, we track the progress of every high school student that is a participant in this program and have provided additional resources, as defined by the student, to keep the student in school. We are driven to have our participants continue in formal education and provide additional scholarships, internships, summer employment and even job placement upon graduation from university. We have thus far been rewarded with placement four natives in professional natural resource positions in Tribal government and / or state government.

Result: Intermediate Outcome

Result.

Number of unduplicated AmeriCorps members that complete high school will enroll in and attend a minimum of 1 college course within 1 year of completing year of service.

Indicator: O17: Members that complete a college course.

Target :9 AmeriCorps alumni enrolled in college classes

Target Value: 9

Instruments: Interview protocol, Internship employments

PM Statement: All AmeriCorps graduates that have attended college making satisfactory academic progress will be provided internship employment in a natural resource field provided their major field of interest is in natural resources.

Result: Output

Result.

100% of participants will be exposed to secondary academic opportunities in the natural resource field, and methods and contacts during their term of service.

Indicator: O14: Members without degree prior to service.

Target :10 AmeriCorps participants will have direct contact with college recruiter, natural resource professional, major field college professor during their term of service.

Target Value: 10

National Performance Measures

Result.

Instruments: Documentation / journal of contacts made, visit to campus, verification with college / university.

PM Statement: All AmeriCorps members will be provided opportunity for direct contact to explore future academic (college / university) options including 4-year (B.S.) and 2-year (A.A.) technical degrees in natural resource management.

Priority Area: Environmental Stewardship

Strategy to Achieve Results

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

AmeriCorps members and youth volunteers guided and supervised by AmeriCorps members will in Phase I, manually remove exotic trees, dead and down woody debris, trash, cans, tires and any materials that presently are between RM 3.6 and RM 5.6 in South Tularosa Creek. This will be done by the use of pick-up, trailers, hand tools, and where necessary, elements of the Mescalero Timber Management Team to use power saws to cut and buck large timber. AmeriCorps teams will remove and dispose of materials. Phase II will consist of chemically treating elms and other vegetation to insure they will not re-sprout, and well as evaluating debris and separation for recycling or proper disposal. Several chemical treatments are usually necessary following periods of intense monitoring. Phase III will consist of reseeded, transplanting native trees, vegetation, trail making to avoid sensitive riparian areas, manufacture and installation of in-stream and riparian protection and improvement features, as well recreational amenities such as watchable wildlife viewing areas for the benefit of the public, coupled with active monitoring or use by wildlife and general public.

Result: Output

Result.

A minimum of 20 acres of wetlands and riparian fringe, will be improved, protected, and/or enhanced as a result of this project.

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

Target :20 acres along South Tularosa Creek between SM 3.5 and SM 5.5

Target Value: 20

Instruments: Tally sheet for macroinvertebrate inventory, habitat inventory, instruments (measuring tape, level, clinometer), species inventory, .

PM Statement: 20 acres adjacent to South Tularosa Creek between SM 3.5 and SM 5.5 will have exotic, toxic, and/or noxious materials removed, and replaced native grasses and vegetation, to create more habitat waterfowl, and trails to protect / reinvigorate sensitive riparian areas and wetland communities, enhanced and improved.

Result: Output

National Performance Measures

Result.

No less than 50 youth will receive hands-on experiential learning opportunities in various aspects of natural resource managements including but not limited to stream/riparian restoration, fish culture, trail construction, outdoor recreation development, and wetlands stream best management practices.

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

Target :Students and youth ages 12-24

Target Value: 50

Instruments: attitude questionnaire, interview protocol

PM Statement: Students and youth will have the opportunity to learn about various aspects of natural resource management, including but not limited to stream/riparian restoration, fish culture, trail construction, outdoor recreation development, and forestry management practices.

Result: Output

Result.

AmeriCorps members and student and/or community volunteers under their supervision will collect and separate over 50 tons of debris, trash and other materials not desired in the drainages and/or recreation areas on the Mescalero Apache Reservation. Of this amount, no less than 20% or ten tons will be recycled, reclaimed, repaired, reworked to provide a direct community benefit or economic programmatic gain.

Indicator: EN6: Tons of materials collected and recycled.

Target :Recycle up to 20% (10 Tons) of unwanted debris into recycled useable materials for community benefit.

Target Value: 10

Instruments: Volumetric measurement and relation to weight of product; scale

PM Statement: Of the 50 tons of debris collected, 10 tons will be recycled, reclaimed, reused and/or repaired as a demonstration project for community and environmental benefit as well as economic benefit to offset transportation costs of removing debris from South Tularosa drainage.

Result: Intermediate Outcome

Result.

As there is no means to select indicator or full title above, I have included in EN6 Full Title EN6: The community will be informed of the project outputs, including value of reclaimed / recycled materials as part of a community awareness campaign to enlist community support to continue clean rivers corridor campaign.

Target :10 tons of recycled/ reused/reclaimed material with economic value / social benefit beyond a clean environment,

Target Value: 10

Instruments: information handouts, scale, recyclers receipts, camera, research reports regarding health hazards,

National Performance Measures

Result.

infestations,

PM Statement: The community will be exposed to a cost/benefits (environmental, social, and economic) analysis of this documented reclamation project with the intent of proposing to support additional and expanded project in the future with the intent of achieving economic, social, healthy life style, and astetic benefits recycling and protecting wetlands and riparians area. .

Result: Intermediate Outcome

Result.

An established wetlands will include no less than 1000 sq. ft. of open flat water to provide habitat and feeding areas for migratory waterfowl. Adjacent to open flat water will be aquatic vegetation (cattails / willow) to provide cover and nesting habitat, as well as grazing for elk and deer.

Indicator: Improvement of this wetlands will also improve stream and riparian corridor water

Target :Increased waterflow habitat, fish habitat and wildlife habitat, with watchable wildlife opportunities

and a recreational / educational venue for the public, resulting in no less than 500 visitors per

year.

Target Value: 500

Instruments: Tally sheet, community use survey, guided tours, use permits

PM Statement: A restored wetland habitat will be able to provide increased quality and quantity of sensitive wetlands, increased ecosystem function as measured by a decrease in nutrient loading and settleable solids downstream, as well as an increase use by the community use as a hiking path, and outdoor classroom.

National Performance Measures

Result.

quality, provide for increased waterfowl habitat, and therefore increased survival of

National Performance Measures

Result.

populations. Trail development will keep visitors from trampling / destroying riparian and

National Performance Measures

Result.

w etland features introducing an element necessary for long-term stability

Result: Intermediate Outcome

Result.

The community will provide political / economic support for the continuation and possible expansion of this project.

Target :The community (Tribal Council) will determine to provide a means for continued maintenance of project, at a rate no less than 50% of budget total costs.

Target Value: 50

Instruments: Community use survey, cost of operations and maintenance tally sheet.

PM Statement: The Tribal Council will take action to insure financial support at no less than 50% of total maintenance cost for continued operation of the riparian / w etlands / park area as a community recreational asset.

Result: Output

Result.

No less than one mile of stream between RM 3.6 and 5.6 will be improved by removing debris, exotics vegetation, and reseeding with native grasses, constructing pool and riffle habitat and trails to protect streambank as well as improve access.

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

Target :No less than 10 features either in-stream (pool/riffle development, wing walls) to provide for increased fish habitat or stream bank (bridges, platform, steps, path, structures) to prevent degradation of bank stream and public access.

Target Value: 10

Instruments: Description with photos of each feature created and installed.

PM Statement: Installed features will provide to increased pool and riffle habitat for fish and an increase in visitation, use and support by the general public.

Required Documents

Document Name

Status

Evaluation

Not Applicable

Federally Approved Indirect Cost Agreement

Already on File at CNCS

Labor Union Concurrence

Not Applicable