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Executive Summary

Rocky Mountain Youth Corps revitalizes communities, preserves and restores the environment, prepares young people for responsible, productive lives and builds civic spirit through service. RMYC engages youth, ages 16 -- 25 in northern New Mexico to mentor elementary students after school, to address community health needs, and to complete environmental restoration projects. AmeriCorps Members develop employment skills and complete individual development plans toward post secondary options.

Rationale and Approach

Over the past fifteen years, Rocky Mountain Youth Corps (RMYC) has successfully implemented programming that provides volunteer opportunities in remote, rural communities in northern New Mexico, while simultaneously building a strong future for local youth. Each year, RMYC works with a variety of partners to review health, environmental and community profiles and assess community service gaps and needs. RMYC has reviewed numerous community assessments including the Taos County Wildfire Protection Plan, Health Council 2008 Assessment, Town of Taos Vision 2020 New Mexico's youth Risk and Resiliency Survey results. From that analysis of information, RMYC AmeriCorps program services are framed.

Located in Taos County, New Mexico, our community faces challenges similar to other remote, rural communities across the United States. The region has a rapidly expanding population that includes 31,832 people; 55 percent are Hispanic, 37 percent Anglo, 7 percent Native American and 1 percent other (2006 Census); yet, the region has a limited employment base, a widening socio-economic gap and few youth opportunities. The major occupational groups for Taos County include Office and Administrative Support Occupations (with 15 percent of the estimated employment), followed by Sales and Related Occupations (with 10 percent), and Food Preparation and Serving Related Occupations (with 9 percent). Many jobs, particularly those in accommodation and food services, the construction

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industry, retail and agriculture are among the lowest paying jobs and typically do not offer benefits such as health insurance, sick pay or annual leave. In addition, these types of occupations arguably have the least job security in a depressed economy. As a result, 17.4 percent of the population is unemployed and for those working, the local per capita income is \$28,858. This per capita income is less than 75 percent of the national average of \$40,208 (2008 figure).

Challenges in supporting and developing our local youth are daunting. New Mexico ranks 48th nationally in regard to the number of children in poverty -- 25 percent of youth live in poverty in New Mexico compared to the national average of 18 percent and for Taos and Colfax Counties, the percentage is even higher at 33 percent. In New Mexico, of the 25 percent of youth, ages 18 to 24 that are living in poverty, 20 percent of this age group are not attending school, not working and have no degree beyond high school (2008 Kids Count). In northern New Mexico, twenty percent of our adults, ages 25 or older, do not have a high school diploma (2006 Census data). From the New Mexico Department of Workforce Solutions' Economic Research and Analysis Bureau, unemployment and poverty rates in the three northern New Mexico counties served by Rocky Mountain Youth Corps AmeriCorps exceed both national and state rates. The national poverty rate is estimated to be 12.5, while the poverty rates locally are 19.4 (Taos County), 17.9 (Rio Arriba), and 15.6 (Colfax County).

For youth in the region, poverty and unemployment are reflected in youth violence, substance abuse, binge drinking, and alcohol related motor vehicle deaths. The local statistics associated with these destructive behaviors are much higher than the statewide averages. The amount of drug use, specifically marijuana use in a 30-day period, almost doubles the New Mexico average of 29 percent of students -- 49 percent of students in northern New Mexico have self-medicated in the last 30 days (YRRS 2008). The number of alcohol related vehicular deaths are also much higher in northern New Mexico at 32 percent as compared to the statewide rate of 23.4 percent. In addition, these behaviors have onsets

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starting at less than 13 years old (YRRS 2008). Isolated and living below the poverty level, our community youth find few opportunities to develop meaningful work skills, improve their academic performance, or consider post secondary educational options.

Concurrently, our environment and communities have equally compelling needs that are met through RMYC AmeriCorps programs. Over 65 percent of Taos County is public land and RMYC has significant partnerships with National Forest, Bureau of Land Management and National Park units in the region. RMYC AmeriCorps Crews provide project support in wildfire prevention, recreation infrastructure development, environmental restoration and more. New Mexico State Forestry has identified 20 wild land urban interface zones at risk of catastrophic forest fires in the state and 11 are located in RMYC's operational region. The risk of catastrophic fire or the destruction of public and private lands would deal a severe blow to the fragile economy, our environment and ultimately the future of our youth. RMYC is a partner in development and implementation of the Taos County Wildfire Protection Plan. Recreation and tourism is a substantial economic driver in the area. The 2006 National Partnership Outdoors Conference identified the need to support partnerships especially in communities that are becoming more dependent upon a tourism industry dependent upon healthy and accessible public lands. RMYC AmeriCorps supports recreation infrastructure development through the creation of a regional trail system, partnering with Safe Routes to School Initiative (SRTS), the Town of Taos Recreation Advisory Board, the Taos Trails Alliance, and the Taos County Health Council. RMYC AmeriCorps also partners with local municipalities in the development of alternative energy systems and energy conservation in the region, with RMYC AmeriCorps crews completing weatherization programming with Taos County Housing Authority and installation of photo voltaic panels on public buildings.

Institutions of education and schools also have significant needs for support in the region. There is a lack of consistent after school programming in local schools, RMYC AmeriCorps crews support local

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educational systems through cascading leadership. RMYC AmeriCorps meets a significant need for safe and supportive after school programming, and engages students in the development of drug-free events such as an after-prom party. RMYC AmeriCorps Crews provide mentoring and enrichment activities in school districts throughout the region, bringing energy to school systems that need additional resources.

Each year, RMYC works with a variety of partners to review health, environmental and community profiles and assess community service gaps and needs. RMYC has reviewed numerous community assessments, including the Taos County Wildfire Protection Plan, Taos County Health Council 2008 Assessment, the Town of Taos's Vision 2020 and the 2008 Taos County Youth Risk and Resiliency Survey results. From the analysis of this information, RMYC AmeriCorps program services are framed.

Recognizing both the needs of youth and the needs our community, RMYC AmeriCorps program balances these two objectives and increases community volunteerism, invests in youth creating positive avenues to return to high school or post secondary school and creates an opportunity to address the environmental and educational needs of northern New Mexico residents. RMYC is based on the Civilian Conservation Corps of the 1930's, creating meaningful service experiences in two focus areas: education and clean energy. These experiences are planned through our partnerships with local community groups and address the real needs of our communities.

AmeriCorps volunteers ages 16-25 serving as RMYC AmeriCorps Members discover their value within the community by completing projects such as building parks and walking trails, restoring forest habitat, enhancing community facilities, building community gardens, providing mentoring and more. Youth are organized into crews of 8-10 AmeriCorps Members with one Crew Supervisor. Their service projects provide the "classroom" for academic learning, critical thinking, problem solving and practical application. In addition to their service project assignments, AmeriCorps Members all engage in

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professional and personal development activities offered on a weekly basis. These activities include resume and job preparation workshops, conflict resolution, local history tours, etc. Through their projects, AmeriCorps Members build resiliency skills, learn valuable problem solving skills and become connected to their community.

Activities and Member Roles

Rocky Mountain Youth Corps serves youth ages 16-25 that are primarily from the local communities served by our programs. This RMYC AmeriCorps proposal provides direct service and skill building opportunities to 107 youth. This past year, RMYC managed 99 AmeriCorps slots making up both the ARRA and base grants.

RMYC advertises our AmeriCorps positions locally as well as nationally; national candidates represent less than 10 percent of our AmeriCorps Crews. Youth apply to serve with RMYC AmeriCorps based on a position description that outlines the scope of work that will be completed during their AmeriCorps term of service. For example, our applicants can apply for a quarter time term of service mentoring elementary students after school, a 900 hour term building trails on public lands or mentoring high school students around positive decision making. Once an applicant is accepted into our program, he or she is assigned to a crew of 8 to 10 youth and a Crew Supervisor. The crew then works for their predetermined term of service to complete the scope of work.

RMYC's national service program design addresses Kennedy's Serve America Act priorities of Education, Clean energy and Opportunity for our community and youth in New Mexico. During the 2011-2012 AmeriCorps funding cycle, RMYC will operate 15 AmeriCorps crews, serving 107 AmeriCorps members. This is a slight increase of AmeriCorps Members served annually. RMYC program is different than many AmeriCorps programs in a number of ways. First, RMYC offers a diversity of opportunities to

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serve your community both in time and task through utilization of a variety of service commitment types. The variance in AmeriCorps service commitments reflects the diverse needs of Members and provides choices for individuals to serve in a way that meets their interests and needs. Secondly, RMYC's program breaks its service pattern to accommodate the unique nature of the area. Crews linked to school service objectives follow a traditional school calendar, while field program crews separate serve in the Fall up to Winter, starting again in early Spring after, avoiding the heaviest of winter weather conditions. RMYC program year design enables AmeriCorps Members to successfully complete their service hours and receive their education award. RMYC program design will be as follows:

Four of RMYC AmeriCorps crews will be managed under the RMYC School Based Program: three After School Program Crews and one Community Health Crew. The After School Program crews provide mentoring on a daily basis to K-6th grade school students at three elementary schools in Taos County. Twenty two AmeriCorps members commit to quarter time (450 hour) terms and provide service part-time, after school, from September to May. Elementary schools open their facilities to provide our crews with snacks and a safe location to serve referred students. The After School Program serves over 180 elementary school students each year in two sessions at each school. The first session runs September through December and the second session is January through May. These quarter time AmeriCorps members are not defined as tutors under 45 CFR §§2522.940-950 because they are engaged in other activities such as recreational play and drug prevention sessions framed in a mentoring setting. Although time is spent assisting students with homework, exercise activities, substance abuse prevention lessons and art projects are also a strong part of the program's weekly schedule. The fourth crew managed by RMYC's School Based Program is the Community Health (CH) Crew. The crew consists of six half-time (900 hour) members. The CH Crew works the Taos community's access to health care, health promotions and prevention activities. These members serve in local health placement sites. Corpsmembers in this crew not only have a positive effect on health in community but learn

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valuable skills to improve our local health care workforce.

Eleven of RMYC's 15 AmeriCorps crews will be operated in RMYC's Field-Based Program with objectives aligned with the Clean Energy Corps activities. The Environmental Stewardship Crew will have seven half time (900 hour) AmeriCorps members that will work on watershed restoration, forestry and stream rehabilitation projects. The Community Improvement Crew will have seven half time (900 hour) AmeriCorps members that will build recreational trails, community gardens and improve community infrastructure. Local food security and improved non-vehicular traffic infrastructure improves the self-sufficiency of rural communities. The Green Crew is made up of six half time (900 hour) AmeriCorps members. This crew addresses our community needs for increased efficiency in low income homes, reduction of greenhouse emissions, and skill attainment for clean energy jobs. These three crews: Environmental Stewardship, Community Improvement and Green Crews will initiate service in February with a completion dates in August. In September, shoulder crews in the three focus areas will be established with quarter time (450 hour) terms of service and will be graduating in December. This program design meets the community need for field crews to be in operation during weather supportive of outdoor projects, with no crews scheduled during the peak of winter. In addition, this schedule allows RMYC to offer service opportunities initiating when youth applicants are looking for options, at the end of summer and after the winter holidays.

Five Summer Field Crews serve June through August supported by the New Mexico Youth Conservation Corps. Each Summer Field Crew of 8-10 AmeriCorps members (40 EAO 300 hour MT slots) will complete important community improvement projects such as trail extensions, playground installation, and campground improvements. The Summer Field Crews provide meaningful service opportunities to youth who might otherwise have no summer employment options. Traditionally, these slots give college and high school youth the opportunity to experience community service and to earn an education award

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before returning to a school setting. This program design allows for a twelve month program year.

Opportunities for economically disadvantaged youth through service activities and member development are designed in all crew activities. RMYC has a strong plan for member outcomes and outputs under the leadership of the RMYC Training Department and Crew Supervisors. The Training Department at RMYC consists of two full-time staff members who plan and implement weekly training sessions, generally held for 4-6 hours on Fridays. Additional training activities include: Member Orientation, mid-term Education Blocks, Saturday experiential-learning activities, community organizing sessions, internships and program-specific conferences and seminars as scheduled. Corpsmember development generally constitutes approximately 20 percent of the crew schedule, with 80 percent dedicated to service. RMYC Training Department goals are to develop each member's expanding knowledge base and confidence to succeed as an individual, team member, and community leader. We place specific focus on a positive transition from the AmeriCorps term of service to "Life After AmeriCorps".

As mentioned above, all crews receive an orientation to AmeriCorps provisions during their first week of service. All program directors and staff are oriented to non-duplication non supplementation requirements during their orientation to ensure our services activities are appropriate for our community and do not displace other community services.

RMYC's program will address three focus areas and will be using standard performance measures. RMYC Education crews' goals include provision of a safe, secure learning environment for K-6 youth after-school. The program focuses on student engagement, homework success and resiliency skills development. Measurable outputs of the education program include number of students mentored, number of service learning activities for school based youth and number of enrichment activities

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available for elementary youth. RMYC will measure intermediate outcomes through increases in student attendance, changes in student behavior and homework completion as measured by pre-post surveys to parent and school partner interviews. For our community, the end outcome be safe secure after school programs where school children perform at grade level or above. Our field crews are engaged in clean energy outputs and outcomes. These crews will track outputs to include: number of energy audits completed, number of weatherization treatments, increased home efficiency of homes treated, miles of trail constructed, gardens constructed, acres of forest improved. Opportunity goals for our youth and community include GED attained, college credits earned, and certifications received. Intermediate outcomes will focus on progress in work skill development and individual goal achievement as measured by quarterly evaluations. The end outcome is measured as AmeriCorps Members transition to further service, employment or education.

The following list outlines the tools and procedures that will be used in RMYC's AmeriCorps program self-assessment, outcome tracking and evaluation: Parent Questionnaires provide information on tutor effectiveness in the classroom with regard to substance abuse and violence prevention, community involvement, and relationships with the children. Project Impact Forms provide weekly review of field projects activities and outputs. Partner Surveys track feedback from partners and collaborators with regard to completion rate, AmeriCorps Member relationships, work skills and points of learning. Field Project Evaluations measure effectiveness of project design and educational impact. Quarterly AmeriCorps Member Evaluations review progress of AmeriCorps Members in achieving individual growth goals. Crew Supervisors and RMYC staff participate in Project Side meetings weekly to monitor teachable moments, changes in program plans and implementation, challenges and successes.

Outcome evaluations track measurable changes in behaviors, attitudes, school attendance, and homework completion, among others. Strategies for tracking these measures are integrated into the

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process evaluation tools. Through 2006-2009, Rocky Mountain Youth Corps has been selected to participate in the national evaluation of youth corps conducted by Abt Associates, Inc., the Corps Network and Atlantic Research and Consulting. This study is built on the idea that youth corps participation creates positive behavioral and attitude outcomes in the areas of education, employment success, workplace skills, civic engagement and citizenship and avoidance of risk behaviors. RMYC provides the study with program member information and staff time to review program outcomes. RMYC has benefited from the improved marketing strategies for members, program analysis, and stronger participant outcomes. This program evaluation is consistent with requirements found in 45 CFR §§2522.500-2522.540 and §§ 2522.700-2522.740 and serves as an approved independent evaluation with the Corporation for National Community Service (CNCS).

All evaluation results are reviewed by RMYC Management Team and Board of Directors and become the starting point for program adjustments. Furthermore, these results are shared in quarterly newsletters, yearly at an annual dinner and within the RMYC published annual report.

AmeriCorps Member activities and projects are planned with insight gained from long-term relationships with community organizations. Rocky Mountain Youth Corps continually works with community members, our board members, project partners and local youth to reflect and improve upon our programs. RMYC is a member of Taos CARES Coalition, which is a community wide council that unites community efforts and coordinates resources in order to enhance the health and well being of area residents. Our Executive Director is a member of the Taos County Juvenile Justice Board, which develops innovative programs to address the high truancy rate in the high schools and seeks to find alternative programs for juvenile offenders. RMYC serves on the Underage Drinking and Driving Initiative and Taos Alive which is a five year initiative aimed at addressing destructive drinking behavior. RMYC is a member of the Mountain Alliance of Conservation Corps (MACC) a group that

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builds a strong alliance of supportive Corps across the southwest region, providing a seamless network of programs that offer high quality experiences for participants and complete high quality projects for sponsors. RMYC has ongoing relationships with local businesses through our internship program for full-time AmeriCorps Members.

Major community stakeholders that are included in RMYC program planning include: Taos Municipal Schools, Questa Independent School District, Peñasco Independent School District, Taos County Wildfire Planning Group, Carson National Forest, Bureau of Land Management, Town of Taos, Taos County, Taos Recreation Advisory Board, and the NM Energy and Minerals Department. While these groups provide meaningful insight into appropriate program design, operation, and evaluation that will benefit the Taos community, the involvement of youth is critical to our program success. RMYC Corpsmember Council consists of AmeriCorps Members representing each AmeriCorps crew. Corpsmember Council gives direct feedback to RMYC's Management Team, designs community service days, plans and executes alumni events, and represents AmeriCorps Members in management decisions, including staff meetings and strategic planning.

RMYC has strong ties with regional and national groups such as the New Mexico Forum for Youth in Community, the New Mexico Service-Learning Coalition , the Environmental Education Association of New Mexico, National Indian Youth Leadership Program, New Mexico Forest Practitioners, the Taos Trails Network, the New Mexico Community Foundation's Youth Initiative, the Corps Network, the Association of Challenge Course Technology, the National Youth Leadership Council , the Mountain Alliance of Conservation Corps and Youth Service America . These affiliations allow RMYC the unique access to a wealth of information, advice, national service history, technical support and other forms of programming assistance.

Rocky Mountain Youth Corps' crew expansion into frontier communities in Colfax and Rio Arriba

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Counties provides a cost-effective method for offering much needed summer youth services to communities that do not have the either resources or infrastructure. Through RMYC's partnership with local advisory boards in northern New Mexico communities and the New Mexico Youth Conservation Corps (YCC) program, we are able to provide service opportunities and AmeriCorps education awards to at least five crews during 2011 summer months where there are very few if any youth programs available. This expanded interest demonstrates the need for youth programs in the frontier communities, and RMYC is working diligently to offer positive solutions and resources to assist these communities with their goals.

RMYC AmeriCorps Programming is very replicable using a satellite strategy. RMYC's current program development strategy includes replication of the after school program model in communities where RMYC has developed relationships through summer crew opportunities. RMYC is currently in search of matching funds for the AmeriCorps after school program within these communities.

Organizational Capability

Founded in 1995, Rocky Mountain Youth Corps (RMYC) recognizes and engages the strengths and potential of youth through team service in the schools, the communities and landscapes of northern New Mexico. RMYC is the stepping stone to new opportunities. Since its founding, RMYC has hired more than 2,000 primarily Hispanic and Native American youth, providing them with innovative professional opportunities, a GED program, and continuing educational scholarships, along with employment readiness and violence and substance abuse prevention programs. Our organization is approximately \$1.9 million annually. We currently receive diversified funding from federal, state and local governments as well as public and private foundations and local donors.

RMYC has been an AmeriCorps recipient for 13 years, receiving our first AmeriCorps grant in 1997. Since this time, our AmeriCorps Members have served over 200,000 hours for their communities. We

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are very familiar with the AmeriCorps provisions and have a strong relationship with the New Mexico Commission for Community Volunteerism and other AmeriCorps programs in the region. Our organization has undergone multiple AmeriCorps, New Mexico Children Youth and Family Department and independent A-133 audits with no significant findings in our history. Our youth corps organizational model is fundamentally the same since our inception; however we are flexible in our program design to meet the changing needs of the communities we serve. Our outcomes are vital to our community. RMYC's AmeriCorps mentors provide the only continuously operated after-school program in the community and have served over 2,000 elementary students. Our clean energy work has built over 500 miles of trail, restored over 300 acres of public lands and assisted low income and elderly housing authority residents to have safe, warm and energy efficient homes. Youth serving on AmeriCorps crews have earned educational awards valued at nearly \$900,000 and living stipends valued at \$ 2 million dollars. RMYC has a very strong organizational structure and staff to support all of the programs we offer. The following is a list of RMYC Management Team members and their roles in the organization:

Executive Director, Carl Colonius is a Co-founder of Rocky Mountain Youth Corps. Carl is a recognized leader in his field previously serving as Chair of the Board of Directors of the Corps Network, is a member of Voices for National Service, where in 2005, Carl testified before Congress on the value of the national service movement, specifically in rural implementations. Carl was a member of the first cadre in the Fund for Social Entrepreneurship, a program of Youth Service America, and has recently been invited to join a New Mexico Strategic Leadership Institute, a leadership program for non-profit advocates and leaders. Carl has a Bachelors of Arts in English Literature from Carleton College.

Deputy Director, Mary Passaglia, holds a Master of Science in Education from University of Dayton and has worked both in direct services and management of non profits over the past 17 years. Mary has

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operated housing programs for the homeless and basic educational services for low literate individuals and families. She is responsible for RMYC's School Based Program and revenue generation for the organization's nearly \$ 2M operating budget.

Field Program Director, Ben Thomas, started with RMYC in 2004 as a Sustainable Forestry AmeriCorps member. Since that time, he has progressed up RMYC's staff pattern as Field Corpsmember Development Coordinator, Field Program Coordinator and current Field Program Director. Ben received a Bachelors of Science in Recreation Management from the College of Forestry and Conservation at the University of Montana in Missoula.

Training Director, Jamie Radenbaugh, is an AmeriCorps alumnus and has 7 years of experience working with youth and providing positive development opportunities for youth. Jamie is a certified Challenge Course facilitator and leads all outdoor group activities for RMYC. As the Training Director, she is responsible for managing AmeriCorps Member and staff development activities and trainings for our organization.

Finance Director, Jeff Jordy, has over 25 years of both public and private human resources, accounting and financial planning experience. Jeff is a graduate of the College of William and Mary and holds a Masters Degree in Business Administration. He is responsible for financial planning and analysis, monthly and annual financial operation reports and works closely with staff providing technical assistance on program financial issues.

Education Program Director, Tia Trujillo, has six years experience in community building and after school programming. A northern New Mexico native, Tia graduated from Vassar College in New York and has served as director of Bronx after-school programs which served over 140 youth and included a

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staff of twenty- three mentors and tutors.

In addition to our highly qualified staff, RMYC is also proud of our strong Board of Directors. The RMYC board is made up of eight individuals that serve 2 year terms. This board is a diverse group of community leaders, business people, and concerned citizens from Taos County. Presently, the board includes a former crew supervisor, while in past years, AmeriCorps Member alumni have served on our board. Despite their diverse backgrounds and professions, all of our board members meet bi-monthly with the common interest of positive youth development.

RMYC evaluates organizational performance on many different levels. Management Team, made up of the agency's director level staff, meets on a weekly basis. These meetings provide an opportunity for program directors to share ideas, to monitor progress and for important organizational decisions to be made. Project outcomes are evaluated at least quarterly, as well as in preparation for our Progress Reports in eGrants. RMYC is evaluated by multiple funding partners and participates in a peer evaluation with the Corps Network. From these processes, RMYC has developed a template of questions which it ensures fidelity to continuous improvement. Areas of self assessment include program development, implementation, and evaluation along with administrative standards, fiscal policies, and personnel policies. This larger self assessment process occurs at the annual agency retreat held each January with attendance including all staff as opposed to only management team.

Each year, RMYC budgets for training and professional development opportunities for our staff members. If a program director or other staff member needs technical assistance in an area of their job assignment, we can provide that support through peer to peer mentoring, site visits to other Corps or formalized training. RMYC's Training Director is a dedicated staff position which provides on-going in-house staff training monthly and is also responsible for RMYC annual two day staff retreat curriculum held each January.

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RMYC recruits volunteers for service using strong community outreach and relationships. Our volunteers are extremely diverse. Some chose to assist our mentors or support AmeriCorps Member training. Many support fundraising tasks while others support environmental projects. Volunteers are supported by staff members to help complete specific tasks, such as raffle tickets sales, AmeriCorps Member trainings, or acequia restoration activities. We recruit volunteers through advertising in both newspaper and radio for many community service projects like MLK Day or Make a Difference Day. From these interactions many volunteers are engaged in additional volunteer activities with AmeriCorps Member. We also remain engaged with volunteers through newsletter and our volunteer data base. The Town of Taos has recognized RMYC for engaging local citizens in a campaign for 5,000 hours of community service for MLK Day, Earth Day, Make a Difference Day and Public Lands Day. In 2009, RMYC recruited 1,234 volunteers from our community activities.

RMYC is a recognized community and state leader as a positive youth development organization in New Mexico. Most recently, RMYC completed the Excellence in Corps Operations renewal process with the Corps Network. The ECO designation includes a strenuous peer-review process of all programs, processes, and systems implemented by a Corps. To be continually recognized as a leader in the national Corps movement is a high honor that RMYC takes very seriously. RMYC has also been recognized for our efforts by such groups as: After School for All: Project 2010, Clean Air Works, the New Mexico Community Foundation, the Santa Fe Community Foundation, the Taos Chamber of Commerce and the KTAO Environmental Achievement Award.

RMYC plays a significant leadership role in the community in large part due to the resources and information accessed through the AmeriCorps grant. We have for several years been championing Positive Youth Development, and have initiated multiple trainings through the Taos Youth Providers Network on PYD principles both locally and throughout the state. RMYC also is represented on the Taos

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County Juvenile Justice Board and is successfully advocating for juvenile justice reforms in our community. RMYC's Community Leadership Crew has convened several Community Forums in recent years to illuminate the challenges facing youth in rural northern New Mexico, linking youth voice to community leadership.

RMYC collaborates with many agencies and organizations, both as a participant in programs and as a convener. We have partners in project identification and execution, we have many partners that support our AmeriCorps Member development objectives and we have partners that look to RMYC's AmeriCorps Program as a resource to meet their needs. For example, RMYC serves as a major stakeholder in the community's work to reduce drinking and driving mortality rates. These rates affect both the community at large and specifically youth ages 16-25 years old who might be participating in AmeriCorps programs. In our School Based Program, we work with three school districts providing services, operating as a subcontractor for services as well as a stand-alone service provider. We participate in several coalitions of which faith-based organizations play a role, and we exchange resources regularly with other organizations and coalitions in efforts to align services for an efficient and effective continuum.

Local partners are vital to our organization and local support. RMYC has a very strong track record in securing match for our AmeriCorps program, currently securing upwards of an overall 57.3 percent match. We are able to identify state sources such as the New Mexico Youth Conservation Corps and the New Mexico Department of Health as well as aggressively pursue fee for service contracts, private foundations and local donors, no small feat in rural north central New Mexico.

We continue to explore our relationships with partners, organically shifting programs to meet changing community needs and priorities. For instance, we have expanded our forestry restoration efforts into a

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major watershed in Taos County after learning of the imperative need through the collaborative process of developing the Taos County Wildfire Protection Plan. We also collaborate with satellite communities in Mora, Colfax, and Rio Arriba Counties on an annual basis to provide meaningful summer service opportunities to the youth in these communities. The projects and program management are largely facilitated by the Local Advisory Boards, however RMYC does provide technical assistance and AmeriCorps education awards to the communities that initiate projects in their communities.

Cost Effectiveness and Budget Adequacy

RMYC is proud of our well-rounded youth development programs which include providing valuable services to northern New Mexico communities, improving job skills of local youth, implementing Corpsmember Development activities, and collaborating with partners to improve youth services in our area. At \$ 12,469 cost per member, RMYC is a highly cost effective youth development program. Full AmeriCorps funding not only allows RMYC to maximize our reach and productivity in the communities we serve, but also positively impacts our ability to leverage other federal, state and local funds. RMYC currently matches this AmeriCorps grant with non-federal funds from New Mexico Youth Conservation Corps, New Mexico Department of Health, Taos County Housing Authority, and several private foundations. RMYC also has a comprehensive development plan that includes special events and major donor campaign. These funds help provide 61 percent match for RMYC's AmeriCorps budget. RMYC is pleased to be able to exceed the expected match for experienced programs.

RMYC's current AmeriCorps request is for 107 AmeriCorps slots for a total of 32.55 MSY. This request remains comparable to past grant requests, and combines our current Base and Recovery awards and budgets from 2009-2010 program year into one cohesive grant proposal.

RMYC has an extensive history as a positive youth development organization and AmeriCorps recipient. In 1995, our organization began with one field crew of eight Members, without yet the budget for administration, transportation etc. The resonance of the program model and diligence in creating an

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organization with integrity to our mission has allowed us to responsibly expand our services to meet the needs of the region. We have extended services to meet regional needs in a methodical growth pattern. As our organization grows, our success has been recognized by neighboring communities. Our progressive programs and sensible growth allows us to partner with frontier communities and provide uninterrupted support to Taos, parts of Rio Arriba and Colfax Counties.

RMYC provides much needed youth services to three rural counties in northern New Mexico: Taos, Rio Arriba and Colfax Counties. All three of these counties are considered "frontier" areas, as defined by low population density, distance between villages, and length of travel time. The challenges of these frontier communities include workforce shortages, lack of support services, and lack of youth opportunities. As resource poor communities, these communities all are rated as Beale Code 7 and have per capita incomes which are less than 75 percent of the national average. Furthermore, as highly remote and rural communities, corporate resources are nonexistent and philanthropic resources are scarce.

Evaluation Summary or Plan

Rocky Mountain Youth Corps has a strong plan of evaluation which works to satisfy the Corporations requirements. RMYC has a staff position dedicated to Reporting and Evaluation. This position is directly involved in assessing and improving current programs. This guarantees that all program staff are thoroughly knowledgeable of program activities and goals as well as the goals of RMYC as an organization. It also creates an atmosphere where evaluation is not an added feature of our programs, but an integral to the monitoring of process and outcome. Furthermore, using process mapping, RMYC reviews all organizational processes quarterly with results reported to RMYC management team. This allows for formative review of the processes and adjustments as necessary to our programming to guarantees fidelity to the organizational model and adherence to AmeriCorps performance measurements.

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As an element of the New Mexico Department of Health contract with RMYC, the organization uses a contracted external evaluator to review Community Health crew prevention services. This process allows for professional unbiased analysis of all data and outcomes reached by the Health crew. Monthly meeting with the external evaluator ensure fidelity to a health prevention program model and works to "trouble shoot" potential data gathering problems.

RMYC has recently renewed our standing as an Excellence in Corps Operations (ECO) organization through The Corps Network, a peer based organization certification process. ECO is a self-assessment and peer review process which recognizes Corps making a commitment to high-quality standards and continuous improvement. The six ECO standards include purpose and activities, organization and management, program design, corpsmember development, work experience & service projects and evidence of success.

The Corporation for National and Community Service contracted with Abt Associates, Inc. and the Corps Network to conduct the National Evaluation of Youth Corps in 2006 through 2009. The study utilizes an experimental research design to assess the impact of participation in youth corps. Rocky Mountain Youth Corps is a participant in the study. This program evaluation is consistent with requirements found in 45 CFR §§2522.500-2522.540 and §§ 2522.700-2522.740 and serves as an approved independent evaluation with the Corporation for National Community Service (CNCS).

Amendment Justification

No amendment at this time.

Clarification Summary

Please clarify the purpose of the increase in MSYs and slots. The application narrative cites the inclusion of Recovery Act Program MSYs and slots, however, this in and of itself is not sufficient to justify an increase in MSY as the Recovery Programs were funded for a one-year period.

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Rocky Mountain Youth Corps (RMYC) has been an AmeriCorps program since 1998, and we are a proud member of the national service movement. RMYC has successfully implemented AmeriCorps programming that provides volunteer opportunities in remote, rural communities in northern New Mexico, while simultaneously building a strong future for local youth. The service region of RMYC is unique and distinct in its needs, and RMYC AmeriCorps is a significant support for these needs.

RMYC feels that our programs are in scale to the communities we serve, the number of youth we engage and the amount of service provided. The following chart reflects RMYC AmeriCorps program scale in the recent past.

	2006	2007	2008	2009	Base and Recovery combined	2010 proposed
Slots granted	102	96	106	118	140	
Budget	\$435,223	\$435,223	\$435,223	\$492,661	\$524,348	
Budgeted match	\$541,080	\$541,080	\$541,080	\$752,762	\$704,253	
Actual Match provided	\$550,997	\$630,497	\$535,920	NA	NA	
Actual match percentage	59%	60%	56%	NA	NA	

The question posed in the clarification request asks RMYC AmeriCorps to justify an increased request. Our request is not a significant increase in the sense that we are currently managing both a base grant of \$295,630 and a Recovery grant of \$197,031; these two programs are operating simultaneously, and are both extremely successful, displaying RMYC's capacity to manage and implement this scale of AmeriCorps programming. The combination of the 2009 Base grant and the 2009 Recovery grants is \$492,691, and our request for 2010 of \$524,346 is a 6.4% increase on what we are currently managing, while the requested MSY increases 27%. A year ago, when our 2009 proposal was originally "right

Narratives

sized", we understood that the reduction of our program was linked to CNCS budgetary constraints, as well as concern with our enrollment and retention numbers. RMYC then applied for and received an additional Recovery grant. We were encouraged by the New Mexico Commission for Community Volunteerism to consider the combination our Base and Recovery programming in our current request. We understood this counsel to be based upon conversations with CNCS, the fact that CNCS has made the transition into the new budget year under the Serve America Act, the request is in proportion to RMYC's identification of programming needs in the communities we serve, and our performance on current programming has been recognized for exemplary performance.

To speak specifically about our 6% budget increase request, Rocky Mountain Youth Corps' is planning on After School program expansion into frontier communities in Colfax and Rio Arriba Counties, providing a cost-effective method for offering much needed youth services to communities that do not have the resources. Satellite communities that we partner with on summer youth conservation corps crews have expressed the interest to initiate an After School Crew in the satellite elementary schools in order to provide additional service opportunities to older youth as well as provide academic support to young students. There is also an opportunity to provide summer Youth Conservation Corps Ed Award Only positions in additional communities. This expanded interest demonstrates the need for youth programs in the frontier communities, and RMYC is working diligently to offer positive solutions and resources to assist these communities with their goals. This measured extension of RMYC services is cost effective, and replicates successful program designs.

Addressing the concern with RMYC AmeriCorps enrollment and retention, since 2007, RMYC has exceeded 100% of enrollment, using absolutely every slot possible. This is clear evidence that we recognize the value of an individual slot, have the need for the number of slots allocated, and the organizational capacity to fill the slots. RMYC is very attentive to the value of allocated slots, including

Narratives

refills, and attempts to manage our programs to utilize resources effectively. Previously, AmeriCorps member enrollment was an administrative task that program directors had little involvement. RMYC Program Directors are now integrally involved with the monitoring and management of slots, and enrollment is now reviewed by RMYC's Management Team on a quarterly basis. Program Directors are responsible for overseeing all enrollments and are updated weekly on their slot allocation status. These systems guarantee that all program staff is fully aware of the expectations that every requested slot is filled.

Slot retention is a consistently improving outcome. There are factors that affect our retention rate that are inherent in the youth corps model. RMYC's mission prescribes engagement of youth that come from a wide range of backgrounds, many with barriers to success such as incomplete public education, history of incarceration or substance abuse. These individuals are looking for an opportunity to develop jobs skills, secure skill certification, and earn education awards in order to transition from intergenerational poverty cycles. Our mission and the history of the youth corps organizational model focuses on supporting diverse individuals with a wide range of skills and experiences to become self-accountable, moving toward civic engagement and community membership. We believe this inclusive program model reflects the CNCS value of providing opportunities for everyone to serve their communities.

Programmatic changes to address retention include shifting our Field Crew schedule from a September thru August schedule to a February thru October commitment. This alleviated operating field-based crews thru the coldest winter months when projects were often delayed or hard to schedule, disrupting crew scheduling which unsettled Members, leading to attrition. RMYC added program value to AmeriCorps Member experience by developing our partnership with UNM Taos providing college credit to all AmeriCorps Members for their service activities. RMYC AmeriCorps After School Mentoring Crews have shifted to the 450 slots from 900 hours; this allows crews to make the commitment to the

Narratives

school year, but doesn't commit them to the summer as a field crew, which has been a hard transition in the past. RMYC has added steps to our application process to help discern dedicated and committed applicants, providing higher levels of experience amongst RMYC AmeriCorps members, lowering attrition. Finally, after examination of retention by slot type, our application maximizes slot types that have the highest retention rates, eliminating slots that have higher attrition.

2006 2007 2008 2009

Enrollment 89.2% 107.3% 109.4% 113.2%

retention 74.7% 68.9% 72.7% NA

The region RMYC AmeriCorps serves has a 17.4 percent unemployment rate and for those working, the local per capita income is \$28,858. This per capita income is less than 75 percent of the national average of \$40,208 (2008 figure). Challenges in supporting and developing our local youth are daunting. New Mexico ranks 48th nationally in regard to the number of children in poverty -- 25 percent of youth live in poverty in New Mexico compared to the national average of 18 percent and for Taos and Colfax Counties, the percentage is even higher at 33 percent. In New Mexico, of the 25 percent of youth, ages 18 to 24 that are living in poverty, 20 percent of this age group are not attending school, not working and have no degree beyond high school (2008 Kids Count). In northern New Mexico, twenty percent of our adults, ages 25 or older, do not have a high school diploma (2006 Census data). From the New Mexico Department of Workforce Solutions' Economic Research and Analysis Bureau, unemployment and poverty rates in the three northern New Mexico counties served by Rocky Mountain Youth Corps AmeriCorps exceed both national and state rates. The national poverty rate is estimated to be 12.5, while the poverty rates locally are 19.4 (Taos County), 17.9 (Rio Arriba), and 15.6 (Colfax County).

RMYC is the only AmeriCorps Program operating in the region, a diverse and quite rural expanse in northern New Mexico. RMYC AmeriCorps offers a diversity of programming in a youth corps program model that benefits the communities and landscapes we serve as well as our AmeriCorps Members.

Narratives

RMYC's program will address three focus areas and will be using standard performance measures. RMYC Education crews' goals include student engagement, academic success and resiliency skills development. Measurable outputs of the education program include number of students mentored, number of service learning activities for school based youth and number of enrichment activities available for elementary and secondary youth. RMYC will measure intermediate outcomes through increases in student attendance, changes in student behavior measured by pre-post surveys to parent and teachers, and academic achievement. For our community, the end outcome will be school children who perform at grade level or above and school which make their annual yearly performance targets. Our field crews are engaged in clean energy outputs and outcomes. These crews will track outputs to include: number of energy audits completed, number of weatherization treatments, increased home efficiency of homes treated, miles of trail constructed, gardens constructed, acres of forest improved. Opportunity goals for our youth and community include GED attained, college credits earned, and certifications received. Intermediate outcomes will focus on progress in work skill development and individual goal achievement as measured by quarterly evaluations. The end outcome is measured as AmeriCorps Members transition to employment or further education.

In summary, Rocky Mountain Youth Corps believes its proposal meets AmeriCorps guiding principles. In northern New Mexico, RMYC AmeriCorps uses service as a solution to the overwhelming poverty of the region, expanding opportunities to serve disenfranchised youth while building the workforce capacity of our communities to be effective in addressing local needs. RMYC's ability to make a difference in northern New Mexico would be significantly diminished with program reductions. RMYC AmeriCorps is highly effective, cost effective and leverages tremendous resources to support AmeriCorps programming.

Narratives

FY10 Budget Clarification Response:

Rocky Mountain Youth Corps

2010-11 Americorps Proposal: Budget Clarification

Section I.C. Staff Travel

Quarterly Education program development trainings, Dept. of Health: \$200

4 trainings, 100 miles round-trip each @ \$.50 per mile

In-state travel to state conferences and trainings: \$4,320

3 staff members

4 3-day, 2-night events

\$150 per night hotel

\$30 per person per day food

Field Program Intermountain Corps Rendezvous out-of-state training: \$2,000

2 staff members

\$550 airfare per person

\$300 hotel: 3 nights @ \$100 per night

\$130 mileage, 260 miles RT to airport at \$.50 per mile

\$20 airport parking

\$200 rental car

\$250 food

Staff travel to mandatory Americorps Launch: \$1,000

8 staff

\$300 food at \$15 per day for 2.5 days

\$600 lodging at 4 rooms @ \$75 per room for 2 nights

Narratives

\$100 mileage @ 200 miles @ \$.50 per mile

Field Program Director travel to Corps Network meeting, Washington DC: \$1,250

\$500 airfare

\$450 hotel @ 3 nights and \$150 per night

\$140 meals @ \$35 per day for 4 days

\$130 mileage to airport : 260 miles @ \$.50 per mile

\$30 ground transportation

Section I.E. Supplies

Corpsmember uniforms are for CNCS-logo items.

\$72 per person for 34 Field program corpsmembers = \$2,448

\$43.48 per person for 46 Education Program corpsmembers = \$2,000

\$9.60 per person for 60 Ed Award-only corpsmembers = \$552

Section I.G. Staff Training

This is for the Americorps program directors, crew supervisors and coordinators, total of 13 people. It is comprised of:

Program staff training retreat, 2 days @ \$600 per day: \$1,200

Crew supervisor orientation, training, ropes course facilitation training: \$2,310

10 days for 3 Field program supervisors\

6 days for 6 Education program supervisors

\$35 per day

Program staff first aid training: 1 day @ \$34 per day for 10 people: \$340

Field Program staff training conference registration fees: \$400

2 conferences, 4 people, \$50 per day.

Narratives

Education Program staff training conference registration fees: \$825

2 conferences for 1 person, 3 conferences for 2 people, \$75 per day.

Field Program Corps Rendezvous training conference: \$500

2 staff @ \$250 each

Monthly staff trainings: \$1,200

\$100 per day for 12 days

Section I.I. Other

Americorps state launch mandatory meeting; corpsmember travel costs: \$2,000

3 days, 28 corpsmembers attending.

Lodging: 2 nights in hotel, 14 rooms, \$75 per room = \$1,050

Food: \$15 per person per day, 2.5 days, = \$1,050

Total \$2,100, reimbursable limit = \$2,000

Transportation for crews: \$25,000

Est. total miles, for 11 crews: 25,260

Gasoline: \$5,705 @ 12 mpg and \$2.71/gal.

Vehicle Maintenance, routine, preventative, and safety: \$7,305

Vehicle insurance and registration: \$1,000 per year per vehicle for insurance, \$90 for annual registration, 11 vehicles: \$11,990

Background checks:

Includes cost of background checks for 80 corpsmembers and 10 staff. Did not include cost of background checks for 60 Ed Award only members, funded by NM Youth Conservation Corps program.

Did not include cost of background checks for 6 staff that were already screened this year.

Narratives

Direct office and operations costs:

This is an allocation only of facility rent, utilities, and maintenance, based on actual square footage occupied by Americorps programs. On average, the Education program crews are allocated 23% of the actual monthly facility expenses, and Field program crews are allocated 48% of actual monthly facility expenses. Monthly rent is \$2,176, average monthly maintenance \$50, average monthly utilities \$450, for total of $\$2,676 \times 71\% = \$1,900 \times 12 \text{ months} = \$22,800$

Section III Source of Funds:

USDA will allow us to use grant funds from their CFRP program as match to our Americorps program.

FY 2011-2012 Clarification Summary responses

Rocky Mountain Youth Corps requires criminal background checks on all members and employees. This check includes search of statewide criminal histories and National Sex Offenders public Website. In addition, members and employees with recurring access to vulnerable populations also will receive an FBI fingerprint check.

Continuation Changes

This continuation request which combines services provided under current Recovery and Base grants from Corporation in 2009-2010. Essential services and program model is consistent with successful RMYC AmeriCorps Program design.

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Continuation Changes (Year 3) 2011-2012

Many believe that the frontier exists only in America's past, but this is not the reality in northern New Mexico. New Mexico has 5 percent of frontier lands found in the U.S. ranking behind only Alaska, Texas and Montana. Frontier communities are defined by a matrix of density, distance in miles and length of travel time. The challenges of these frontier areas include workforce shortages, lack of support services, and lack of opportunities for youth. Colfax, Rio Arriba, and Taos Counties in northern New Mexico all exist within this frontier framework, and as a result, youth poverty and unemployment soar in these communities. RMYC serves the rural communities of northern New Mexico in these three counties.

The region's most populous area is Taos County which includes 31,832 people; 55 percent are Hispanic, 37 percent Anglo, 7 percent Native American and 1 percent other (2006 Census). The county seat of Taos County is the Town of Taos, with just under 6,000 people. Most other northern New Mexico communities are very small with populations less than 1,000 people. In these communities 7.4 percent of the population is unemployed and for those working, the median household income is \$29,300 versus \$37,400 for the New Mexico median. From New Mexico Department of Labor, unemployment and poverty rates in the three counties served by RMYC exceed both national and state rates. The national poverty rate is estimated to be 12.5, while the poverty rates locally are 19.4 (Taos County), 17.9 (Rio Arriba), and 15.6 (Colfax County). In northern New Mexico, 25 percent of youth, ages 18 to 24, are living in poverty and 20 percent of this age group are not attending school, not working and have no degree beyond high school (2010 Kids Count).

In frontier communities, these challenges may seem insurmountable to the local citizenry. Remote, rural communities are organizationally fragile with little or no community based non-profit services. A survey of the three northern New Mexico counties shows that most have six or less youth serving providers, and several of these providers are project based and operate seasonally. The scarcity of providers calls for

Narratives

innovative ways to address youth unemployment and its subsequent destructive behaviors in these communities, while simultaneously addressing local communities' unmet needs.

For youth living in these areas, the challenges of poverty and unemployment are reflected in youth violence, substance abuse, binge drinking, and alcohol related motor vehicle deaths. The local statistics associated with these destructive behaviors are much higher than the statewide averages. Isolated and living below the poverty level, youth in northern New Mexico communities find few opportunities to develop meaningful work skills, improve their academic performance, or consider post secondary educational options. These are the critical reasons to support RMYC's AmeriCorps program across the northern region of New Mexico. As a fifteen year recipient of AmeriCorps funding, RMYC has used national service as a model to develop youth skills and meet unmet needs in small rural communities. National service activities foster personal confidence and skills for success in higher education and the workforce while addressing local issues.

AmeriCorps Response

In its third year of this grant cycle, Rocky Mountain Youth Corps AmeriCorps proposes to extend its program to offer 6 additional quarter-time slots to develop an after school site in Peñasco, New Mexico, 3 additional quarter-time positions on Fall Field crews and 24 additional EAO minimum time positions for summer service opportunities.

The community of Peñasco is wedged in the Sangre Cristo Mountains with the nearest incorporated town 35 miles away. With parents employed outside the community, many K-5th grade children are left unsupervised after school hours. Offering mentoring through an after school program will provide safe secure care for community children, improve academic achievement for these children, and relieve stress on local families. The six AmeriCorps Members will be provided with meaningful job skill

Narratives

development, strong life skill development activities, and at completion of their service commitment, educational awards for post secondary options.

Using the after school model presently funded in our AmeriCorps grant, RMYC would recruit, hire, and train a new crew of six quarter time members under supervision of trained, experienced crew supervisor from the local community. The Members would be oriented and participate in the current training routine for this crew type. The crew would be assigned a vehicle to transport corpsmembers each Friday for training. The Peñasco crew would provide after school mentoring to approximately 50 K- 6th grade children from the Peñasco area in their elementary school. In addition to facility, the school will provide healthy snacks and any transportation necessary for elementary students.

RMYC's field program is requesting three slot adjustments to better reflect organizational and community needs. First, RMYC would reduce the number of 900 HT slots requested by one AmCo member. This is the Green Crew, and the weatherization scope of work lends itself to a smaller crew size.

For other field crews, RMYC proposes to hire three crews of seven QT corpsmembers rather than the originally requested six member crews. This again is about aligning the crew size with the scope of work, as we strive to field effective and efficient crews.

Lastly, RMYC is requesting 24 additional EAO minimum slots for the summer crew pattern. These summer EAO members from Raton (population 7,582), Springer (pop. 1,940) and Abiquiu area (pop. 635) will complete important community improvement projects including a new community park trail, trail extensions, playground installation, and other community improvements. These RMYC Summer (10 week) Field Crews are part of the program pattern, and should be eligible to receive

Narratives

education awards. The AmeriCorps award is provided without a living stipend as wages are provided by the New Mexico Conservation Corps funding.

As with all RMYC programs, these summer EAO AmeriCorps Members receive training from the RMYC Training Department. This training includes service specific training such as tool use and safety, history of national service, CPR & First Aid, career exploration, substance abuse prevention curriculum, teambuilding and conflict resolution.

Organizational Capacity

Since its founding, RMYC has hired more than 2,000 rural youth from northern New Mexican communities, providing them with innovative professional opportunities, a GED program, and continuing educational scholarships along with employment readiness and violence and substance abuse prevention programs. Our organization budget is approximately \$2.1 million annually. In the resource poor communities of northern New Mexico, Rocky Mountain Youth Corps has successfully woven diversified funding from federal, state and local governments as well as public and private foundations and local donors. AmeriCorps support makes up approximately one quarter of the organization's budget and remains the lynch pin of all service both to the youth who serve as corpsmembers and the community who receives much needed services in youth education, community infrastructure, and environmental stewardship.

Because the organization has been working in remote communities since 2006 during the summer months, there is a strong plan to ensure expansion to new communities is formalized and supported appropriately. RMYC staff has developed advisory boards in each community to identify projects, assist with local hiring and develop new funding sources. RMYC will hire and place a satellite Program Coordinator to support the crew and community partners with any problems that arise. The coordinator

Narratives

manages recruitment activities, Corpsmember orientation, project implementation and project completion. RMYC provides tools, transportation and educational and training support.

In addition to the Program Coordinator, RMYC also provided strong administrative support to the communities. By engaging our administrative staff (Finance Director, Payroll Coordinator and Reporting Coordinator) and making their services available to the Local Advisory Board in each community, we reduced the administrative strain on the community organizations and increased their capacity to complete meaningful projects in their communities through youth employment.

Enrollment/ Retention

Rocky Mountain Youth Corps enrollment rate exceeds 100%. In the last recruitment cycle for the current AmeriCorps grant, summer 2010, RMYC AmeriCorps had 164 applicants for 54 positions. In northern New Mexico, national service provides one of the strongest youth engagement structures, especially in rural and frontier communities with limited opportunities for youth.

Rocky Mountain Youth Corps provide opportunities to youth with limited educational or employment choices, those in the lower tiers of the socio economic structure, and those youth could be defined as at-risk due to substance abuse and violence in their lives. Targeting these youth for national service effects RMYC's retention rates. There are some youth who simply fail to succeed no matter how effective our program model remains. With that acknowledged, RMYC still strives to reach exceptional retention rates. For the 2009-10 program year, our overall retention rate presently stands at 94.8%. While in the current program year, RMYC retention rate is 96.8%. RMYC continue to pursue even stronger retention through development of new service areas such as green jobs and health care as well as varying terms of service to address the needs of different youth. In addition, RMYC continues to enhance our corpsmember development activities to provide support for successful transitions from national service programs to education or employment.

Narratives

Budget Adjustments

All budget adjustments seen in this request are associated with program related costs. Section I, personnel changes include an additional crew supervisor for the fourth after school mentoring crew requested and creation of a part time Fleet Coordinator position to ensure that crew vehicles are maintained appropriately as corpsmembers are spread across northern New Mexico.

Performance Measures

SAA Characteristics

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

Priority Areas

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

Grand Total of all MSYs entered for all Priority Areas 32.55

Service Categories

- | | | |
|--------------------------------|---|---|
| Afterschool Programs | Primary <input type="checkbox"/> | Secondary <input type="checkbox"/> |
| Service-Learning | Primary <input checked="" type="checkbox"/> | Secondary <input type="checkbox"/> |
| At-risk Ecosystems Improvement | Primary <input type="checkbox"/> | Secondary <input type="checkbox"/> |
| Other Environment | Primary <input type="checkbox"/> | Secondary <input checked="" type="checkbox"/> |

Corpsmember Opportunity

Service Category: Service-Learning

Measure Category: Participant Development

Strategy to Achieve Results

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

Members will complete Individual Development Plans and receive regular professional and personal development sessions.

Results

Result: End Outcome

RMYC Corpsmembers will transition into further education or employment at the completion of their term of service.

Indicator: Exit Survey

Target: Graduating members will transition to further service, education or employment at the end of their term of service.

Target Value: 80

Instruments: Exit survey

PM Statement: 80 out of 107 or approximately 75% of AmeriCorps members will find meaningful employment or

Result: End Outcome

pursue further education upon completion of their term of service.

Prev. Yrs. Data

Result: Output

All AmeriCorps members will complete an IDP within the first month of service.

Indicator: Completed IDPs

Target: Individual Development Plan

Target Value: 107

Instruments: Individual Development Plan

PM Statement: 107 Corpsmembers will completed IDPs within the first month of their term of service.

Prev. Yrs. Data

Result: Intermediate Outcome

RMYC AmeriCorps Members will receive regularly scheduled training and education opportunities.

Indicator: Member Evaluation score increase

Target: Members will show positive skill development as measured by quarterly performance review

with the Member evaluation.

Target Value: 85

Instruments: Corpsmember Evaluation

PM Statement: 86 out of 107 or approximately 80% of Corpsmembers enrolled in RMYC will show an increase in service performance, life skill development and job skill attainment as measured by the Corpsmember Evaluation.

Prev. Yrs. Data

Education-After School mentors

Service Category: Afterschool Programs

Measure Category: Needs and Service Activities

Strategy to Achieve Results

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

RMYC corpsmembers will serve as mentor in three after school programs providing homework support, physical activities and enrichment activities.

Results

Result: Output

RMYC corpsmembers will serve as after school mentors at three elementary school and provide safe, secure activities. These activities include physical activities, academic support and enrichment.

Indicator: student beneficiaries

Target: K-6 elementary students at three rural schools

Target Value: 100

Instruments: Daily attendance

PM Statement: 100 k-6 students in three rural schools will receive after school programming.

Prev. Yrs. Data

Result: Intermediate Outcome

Children participating in after school program will have increased homework completion and improved behaviors.

Indicator: student beneficiaries

Target: Children enrolled in after school programs

Target Value: 87

Instruments: parent focus groups and school partner interviews

PM Statement: 87 of 100 students enrolled in after school programs will show improvement as measured by parent focus groups and partner interviews.

Prev. Yrs. Data

National Performance Measures

Priority Area: Environmental Stewardship

Performance Measure Title: re-establishing historic (safer) fire regimes

Service Category: At-risk Ecosystems Improvement

Strategy to Achieve Results

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

Working with local partners including but not limited to New State Forestry, Carson National Forest, and NM

Association of Counties, AmeriCorps crews made up of seven corpsmembers will complete forest restoration in the lands surrounding wildland urban interface communities. Within these areas, crews will thin forest materials returning forest to more natural fire regimes.

Result: Intermediate Outcome

Result.

Community members living in WUI area report feeling that their properties are safer as a result of the forest thinning activities corpsmembers complete.

Indicator: Community safety improvement

Target : WUI area property owners

Target Value: 25

Instruments: surveys of homeowners

PM Statement: 25 of 40 surveyed homeowners report their property is safer from forest fire as a result of corpsmembers' forest restoration activities

Result: Output

Result.

AmeriCorps crews will create buffer zones around communities in the WUI to re-establish the historic (safer) fire regime.

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

Target : acres of forest lands

Target Value: 50

Instruments: tally sheets and weekly project impact forms will track forest acreage cleared/thinned of forest materials

PM Statement: AmeriCorps members will treat 50 acres, as measured by tally sheets and project impact forms, of public forest lands to reduce the threat of high intensity wildfires on adjacent lands and communities.

Priority Area: Economic Opportunity

Performance Measure Title: Participant development through service learning

Service Category: Service-Learning

Strategy to Achieve Results

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

All AmeriCorps members serving through Rocky Mountain Youth Corps will develop Individual Development plans and receive regular scheduled professional and personal development sessions. These services will

National Performance Measures

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

prepare corpsmembers to move to service, education and employment at the end of their service term.

Result: Output

Result.

individuals enrolling in AmeriCorps program will be unemployed at time of enrollment and looking for training and experiences in workforce.

Indicator: O12: Members unemployed prior to service.

Target : Enrolling AmeriCorps members

Target Value: 106

Instruments: Enrollment documentation

PM Statement: 106 individuals each year will enroll in AmeriCorps program to improve their job and personal skills to enter the workforce for further education or further service.

Result: Intermediate Outcome

Result.

20% of enrolled AmeriCorps members will find employment at the end of their service term.

Indicator: O15: Members that secure employment.

Target : AmeriCorps members seeking employment

Target Value: 21

Instruments: exit information from corpsmembers

PM Statement: 21 of 107 enrolled participants will find employment at the end of their term of service.

Priority Area: Environmental Stewardship

Performance Measure Title: miles of trail restored or constructed

Service Category: At-risk Ecosystems Improvement

Strategy to Achieve Results

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

AmeriCorpsmembers will improve existing trails, develop new trails and decommission, as necessary, trails.

Seven members will be placed on crew under direction of experienced crew supervisor. These crew members will learn sustainable trail building techniques, ecology, hydrology and tool usage and safety. Using this training, members will create create trails throughout northern New Mexico.

Result: Output

Result.

AmeriCorpsmembers will restore or build trails creating access to public lands and spaces that encourage healthy living , outdoor recreation and preserves the environment for future generations.

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

Target : miles of trails restored, built, or decommissioned

Target Value: 25

Instruments: project impact forms and tally sheets

National Performance Measures

Result.

PM Statement: AmeriCorps members will restore or build 25 miles of trails creating access to public lands and spaces that encourage healthy living, outdoor recreation and preserves the environment for future generations.

Result: Intermediate Outcome

Result.

Public landowners report that trail conditions have improved.

Indicator: improved trail conditions.

Target : number reporting trail improvement

Target Value: 4

Instruments: partner surveys

PM Statement: 4 public land owners will report trails have been improved to the highest level of satisfaction on partner survey forms.

Required Documents

Document Name

Status

Evaluation

Not Applicable

Labor Union Concurrence

Not Applicable