

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 conform to the Corporation's eGrants System)																
2a. DATE SUBMITTED TO CORPORATION FOR NATIONAL AND COMMUNITY SERVICE (CNCS):	3. DATE RECEIVED BY STATE: 20-JAN-11	STATE APPLICATION IDENTIFIER:														
2b. APPLICATION ID: 11AC124202	4. DATE RECEIVED BY FEDERAL AGENCY:	FEDERAL IDENTIFIER: 09ACHGA0010004														
5. APPLICATION INFORMATION																
LEGAL NAME: Jekyll Island State Park Authority dba Georgia Sea Turtle Center DUNS NUMBER: 000083780 - 8450 ADDRESS (give street address, city, state, zip code and county): 100 James Street Jekyll Island GA 31527 - 0872 County:	NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes): NAME: Jeannie Miller TELEPHONE NUMBER: (912) 635-4070 FAX NUMBER: (912) 635-4198 INTERNET E-MAIL ADDRESS: jeanniem@jekyllisland.com															
6. EMPLOYER IDENTIFICATION NUMBER (EIN): 586003349	7. TYPE OF APPLICANT: 7a. State Government 7b.															
8. TYPE OF APPLICATION (Check appropriate box). <input type="checkbox"/> NEW <input type="checkbox"/> NEW/PREVIOUS GRANTEE <input checked="" type="checkbox"/> CONTINUATION <input type="checkbox"/> AMENDMENT If Amendment, enter appropriate letter(s) in box(es): <input type="text"/> <input type="text"/> A. AUGMENTATION B. BUDGET REVISION C. NO COST EXTENSION D. OTHER (specify below):		9. NAME OF FEDERAL AGENCY: Corporation for National and Community Service														
10a. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER:94.006 10b. TITLE: AmeriCorps State	11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT: Georgia Sea Turtle Center Competitive 11.b. CNCS PROGRAM INITIATIVE (IF ANY):															
12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc): Primarily Glynn, Brantley, McIntosh, Camden, Chatham, and Wayne counties. Outreach is statewide and center guests are from throughout the nation.	13. PROPOSED PROJECT: START DATE: 09/01/11 END DATE: 08/31/12															
14. CONGRESSIONAL DISTRICT OF: a.Applicant <input type="text" value="GA 001"/> b.Program <input type="text" value="GA 001"/>	15. ESTIMATED FUNDING: Year #: <input type="text" value="2"/>															
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;">a. FEDERAL</td> <td style="text-align: right;">\$ 222,558.00</td> </tr> <tr> <td>b. APPLICANT</td> <td style="text-align: right;">\$ 93,251.00</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;">\$ 315,809.00</td> </tr> </table>	a. FEDERAL	\$ 222,558.00	b. APPLICANT	\$ 93,251.00	c. STATE	\$ 0.00	d. LOCAL	\$ 0.00	e. OTHER	\$ 0.00	f. PROGRAM INCOME	\$ 0.00	g. TOTAL	\$ 315,809.00	16. IS APPLICATION SUBJECT TO REVIEW BY STATE EXECUTIVE ORDER 12372 PROCESS? <input type="checkbox"/> YES. THIS PREAPPLICATION/APPLICATION WAS MADE AVAILABLE TO THE STATE EXECUTIVE ORDER 12372 PROCESS FOR REVIEW ON: DATE: <input checked="" type="checkbox"/> NO. PROGRAM IS NOT COVERED BY E.O. 12372	
a. FEDERAL	\$ 222,558.00															
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f. PROGRAM INCOME	\$ 0.00															
g. TOTAL	\$ 315,809.00															
17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT? <input type="checkbox"/> YES if "Yes," attach an explanation. <input checked="" type="checkbox"/> NO																
18. TO THE BEST OF MY KNOWLEDGE AND BELIEF, ALL DATA IN THIS APPLICATION/PREAPPLICATION ARE TRUE AND CORRECT, THE DOCUMENT HAS BEEN DULY AUTHORIZED BY THE GOVERNING BODY OF THE APPLICANT AND THE APPLICANT WILL COMPLY WITH THE ATTACHED ASSURANCES IF THE ASSISTANCE IS AWARDED.																
a. TYPED NAME OF AUTHORIZED REPRESENTATIVE: Jeannie Miller	b. TITLE: AmeriCorps Coordinator	c. TELEPHONE NUMBER: (912) 635-4070														
d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:		e. DATE SIGNED: 05/17/11														

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Executive Summary

Launched in 2009, the AmeriCorps GSTC program supports the Georgia Sea Turtle Center's mission of sea turtle research, rehabilitation, and education. Diverse Member activities include educating guests on sea turtle conservation and rehabilitation, community and school programs, sea turtle rehabilitation, nest management and tagging, and volunteer coordination. The GSTC receives approximately 100,000 guests annually and has rehabilitated over 1600 turtles since opening its doors in 2007.

Rationale and Approach

A. Rationale and Approach:

Compelling Community Need:

There are seven species of sea turtle worldwide, five of which are found in Georgia's coastal waters. The loggerhead (*Caretta caretta*) is the only species to nest regularly on Georgia's barrier islands. The green (*Chelonia mydas*) and leatherback (*Dermochelys coriacea*) turtle are primarily tropical nesters, occasionally nesting on Georgia beaches. All five species, including the critically endangered Kemp's ridley (*Lepidochelys kempii*) and hawksbill (*Eretmochelys imbricata*), are found seasonally foraging or migrating through Georgia waters. All sea turtles in Georgia are protected by state and federal law, specifically, the Endangered Species Act. The loggerhead is considered a threatened species under the Endangered Species Act (ESA) and is listed as endangered by the Georgia Department of Natural Resources (GADNR) (Georgia Department of Natural Resources, O.C.G.A. 391-4-10-.09) and worldwide on the International Union for the Conservation of Nature's (IUCN) red list. The loggerhead is the focus of the State's sea turtle conservation efforts.

Sea turtles are a "keystone" species, meaning they are a critical part of the food web both as predator and prey. They help to maintain population levels of prey items including: crabs, whelks, jellyfish, sponges and mollusks while green turtles play a critical role in maintaining sea grass beds in a healthy and productive state. Sea turtle eggs are a food source for many coastal animals and hatchlings are important prey items for many species of fish. Furthermore, in many countries sea turtles are important

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cultural and economic resources and have been used as icons representing ocean life, eco-tourism, environmentally-friendly businesses, and indigenous cultural values.

Endangered loggerhead turtles nesting on Georgia's beaches belong to the Northern Recovery Unit, a genetically distinct group of turtles nesting on beaches from Amelia Island, Florida to Virginia. Nesting data, collected on Georgia's 14 barrier islands by the GADNR and their collaborators, indicates a long-term (22 year) declining trend of 1.9% annually. (Recovery Plan for the Northeast Atlantic Population of Loggerhead Sea Turtles, 2009.) This decline is mainly attributed to human induced threats including: shrimp net drowning, fishing gear entanglement, plastic and fishing hook ingestion, and other marine debris. Other human-induced threats include boat strikes, habitat loss due to coastal development and associated beachfront lighting which deters nesting females and disorients hatchlings. Sea turtles also face many natural threats to survival such as nest and hatchling depredation from raccoons, feral hogs, ghost crabs, birds and fire ants. Sharks and other large fish prey upon sea turtles throughout their lives.

On average, 202 turtles strand on Georgia's coast annually with issues ranging from boat strikes, which make up 20% of standings (GADNR, unpublished data, 2008,) to entanglement, emaciation/starvation from a variety of causes ("debilitated loggerhead sea turtle syndrome"), and undefined marine algal toxins. (Norton and Stacy, unpublished data, 2008). The lack of a facility to treat sea turtles stranded in Georgia significantly reduced the likelihood injured or ill sea turtles could receive timely and appropriate medical intervention enabling survival and release. There was no opportunity for research that could improve turtle survival or centralized facility providing information specifically focused on sea turtle and ecosystem education.

This speaks only to the need provided by sea turtle populations, not freshwater and terrestrial turtles. Previously, there was no facility in coastal Georgia for other turtle species when they were found ill or injured. An unknown number of turtles are injured or killed by cars in Southeast Georgia annually, and those that may be fortunate enough to survive are often left with nowhere to go. The same is true for birds, specifically raptors and marine birds.

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All of this changed on June 16, 2007 with the opening of the Georgia Sea Turtle Center (GSTC), the state-of-the-art facility providing sea turtle rehabilitation, research, professional training programs, and community education. Through sea turtle rehabilitation, research, and education programs, the mission of the Georgia Sea Turtle Center is "to increase awareness of habitat and wildlife conservation challenges, promote responsibility for ecosystem health, and empower individuals to act locally, regionally, and globally to protect the environment." Due to increased need, the GSTC has expanded its focus to include diamondback terrapins and other native turtles and tortoises. With the creation of the GSTC's Diamondback Terrapin Conservation Program, the terrapin has become the major focus of the GSTC's non-marine turtle conservation efforts. It has also addressed needs of shore birds and raptors.

The GSTC is located on Jekyll Island, a barrier island along Georgia's southeast coast. Jekyll Island is one of Georgia's few publicly-accessible barrier islands, with more than 1,000,000 visitors annually. The island has strict land conservation requirements (65% of the Island must remain undeveloped.) The GSTC includes a gift shop, exhibit gallery and hospital, all located in a historically renovated powerplant building in the historical district. This building originally provided power to the famous Jekyll Island Club Hotel and has subsequently become a Brownfield Site. Additional facilities were created for rehabilitation tanks, filtration systems, a walkway through the building for the general public, offices, commissary, biomedical and seafood storage. Additional space in another historic building nearby was created for an educational classroom, offices, and storage. This makes the location ideal for continuing educational opportunities and program growth and stability. Equally important, the beaches on Jekyll Island have a large number of loggerhead turtles nesting each year from May to August (10% of loggerhead sea turtle nests in GA,) providing further opportunities for conservation management, research and education. The GSTC is unique because of the engaging and interactive nature of its programs. This is made possible through a interactive exhibit gallery which has a hospital viewing window, the elevated walkway through the rehabilitation pavilion allowing visitors a close, unobstructed view of the patients, daily educational programs and an eco-oriented gift shop.

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Description of member roles:

Husbandry:

The GSTC veterinary staff includes 4 full-time staff (Rehabilitation Coordinator, veterinary technician, two rehabilitation technicians) and 10 continuous volunteers. All are overseen by the Director/Veterinarian. The 4 full-time members and one half time member serving in husbandry will be involved in all aspects of animal care including feeding, cleaning, treating, assisting in anesthesia and surgery. Husbandry members will be continuously educating the public via the elevated pavilion walkway that gives guests access to view patients and speak to staff. Members will participate in formalized daily education programs that provide an in-depth look at sea turtle threats and rehabilitation. Husbandry members will have the opportunity to participate in GSTC education and outreach events. Members will serve alongside full-time staff and volunteers performing many of the same duties. Member roles will be separate from those of the volunteers as the husbandry staff will be responsible for creating diets, treatment plans (under supervision of the veterinarian,) husbandry plans, and conducting lab work. The members will be implementing the plans created (creating daily diets, performing animal husbandry, and holding for treatments.)

Having four full-time members will enable the team to successfully perform all daily animal care responsibilities and still allow time for performing other functions essential to the GSTC's continuing operation. The additional help will also provide the opportunity for working collaboratively with other departments to further develop existing programs which will have a greater impact in the target community. The unpredictable nature of working with animals will enable members to experience the routine duties, as well as more spontaneous tasks like animal triage and emergency care.

Diamondback Terrapin/Husbandry:

Over the last century, populations of diamondback terrapins in coastal Georgia have been adversely

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affected by human activities such as habitat development, drowning in crab traps, road mortality and food harvest. Little is known about how these activities are affecting population size or the estuarine ecosystem. During the nesting season (May to early July,) hundreds of reproductively mature female diamondback terrapins are injured and killed by motor vehicles on four causeways leading to developed barrier islands in coastal Georgia. Currently, the GSTC's Diamondback Terrapin Conservation Program along the Jekyll Island Causeway is conducted by staff and volunteers. The goal for this member is to assist in further development of the program.

The one full-time diamondback terrapin/husbandry member will prove instrumental in the development and execution of the GSTC's Diamondback Terrapin Conservation Program. This member will assist in gathering and analyzing nesting data from the Jekyll Island Causeway during the nesting season; patrolling the causeway three times daily; installation and maintenance of artificial nest sites and fencing that will be used to direct turtles to a safer nesting location. The member will be responsible for further developing program educational materials. In addition to nesting responsibilities, this member will assist in egg extraction from dead terrapins and ensure proper incubation and participate in rehabilitation of females injured by automobiles. After completion of nesting season the member will be responsible for collection of survey materials, data analysis, determining program effectiveness, final report preparation. The rest of the term of service this member will serve alongside the husbandry members.

Having this member will allow for expansion of terrapin mortality efforts. It will increase the quantity and quality of educational opportunities available to the community.

Education:

The GSTC Education Department includes 3 full-time staff (an education coordinator and two educators) and 15 continuous volunteers. The education coordinator oversees the education department and its daily programs. The primary goal of the GSTC Education Department is to maintain the

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interface between veterinary staff and the public, translating sometimes complex language and information into an easily understandable format.

The five full-time Education members will fulfill educational needs as interpreters in the Exhibit Gallery, Rehabilitation Pavilion, Reservations and Special Events, Volunteer Management and Marketing and Outreach. Five members will allow two-three members to remain on-site to implement school groups and six daily public education programs, with two-three members attending outreach events. During school group programs, a maximum of 60 students per time slot (9am, 11am, 1pm and 3pm), tour the GSTC in three smaller groups. On-site members, alongside full-time educators and volunteers, will lead one rotation. These members will further develop existing programs and have greater impact in the target community.

The GSTC is constantly evaluating and updating current programs, as well as creating new ones, to fulfill our mission of providing excellent public educational opportunities. Members conducting these programs will significantly impact the ability of the GSTC to teach members of the community. Education member roles will be different from those of the education staff. The education staff will be responsible for program development and expansion while the members will be responsible for implementation of summer programs.

Beach patrol:

The GSTC Marine Field Program currently includes one full-time staff member, one seasonal staff member and 10 continuous summer volunteers. The eight half-time members serving in the Marine Field Program will focus on sea turtle tagging and nest management. Members will conduct night patrols to locate nesting females, record morphometrics, conduct visual physical exams, check for and apply tags, take photographs and other associated data collection/recording in compliance with GADNR parameters. They will conduct daily dawn patrols from May to October to identify and observe each nest, record data, conduct post-hatching excavations, and record information on nests or crawls missed

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the previous night. In June and July, members will meet volunteer-led nightly turtle walks on the beach during night patrol and provide a synopsis of saturation tagging to participants. In August and September, they will meet volunteer-led hatchling walks, and conduct a presentation and nest excavation. Members will provide ongoing education regarding the dangers of artificial light for sea turtles to island visitors encountered on the beach. They will also distribute brochures, red cellophane to cover flashlights, and \$1 discount coupons to the GSTC to encourage visitation and further increase awareness about sea turtle conservation.

Members will also assist with GSTC's research initiatives. The current Marine Field Program research initiatives include: DNA analysis in collaboration with University of Georgia; Human Impact in collaboration with GADNR; Loggerhead Nutrition; and Sea Turtle Locomotion in collaboration with Georgia Tech University.

Beach patrol members will be given the opportunity to participate in specimen preservation. Real specimens provide increased diversity and a unique aspect to the education programs offered by the GSTC. By actively performing preservation tasks, members will learn the skills, tools, and techniques used in preparing and maintaining specimens.

Member roles are separate from those of the full time staff. Marine Field Program staff will be responsible for all of the state reporting systems, developing the nest management plan, and inventory management. The members will be on the beach conducting nest monitoring and the saturation tagging efforts.

General member responsibilities:

Although all members will have specific responsibilities, there will be areas of overlap. These common tasks will create a sense of camaraderie and develop teamwork skills. The personal perspective each member brings to these tasks will increase diversity of GSTC programs and provide a continually updated cache of programs for staff and volunteers to utilize. These common tasks are:

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- 1) Participating in various seasonal events and activities held by the GSTC. These events are ideal situations for engaging the general public in both formal and informal educational programs.
- 2) Completing a member project of their own design that will promote sustainability by becoming a permanent part of the GSTC's programming materials. In lieu of the member project, the sea turtle patrol members will be responsible for specimen preservation.
- 3) Selecting, either individually or as a departmental team, a topic of their own interest, or conducting a class for volunteers, fellow members, and community members to attend as part of the GSTC's monthly lecture series. This provides for members' growth by conducting the class, as well as learning other members' topics. Lectures will also be presented by staff, visiting experts, and volunteers.

All members will have the opportunity to participate in ongoing research programs operated by the GSTC. The GSTC is spearheading several research projects, in addition to its research collaborations. These include a working group for standardizing diagnostics, management protocols for response to sea turtle mortality events, analysis of loggerhead nutrition, development of a standardized tube feeding diet and multivitamin, and health assessments of multiple avian and reptile species.

All members will be encouraged to participate in international training and volunteer events. The GSTC is building a program to bring international veterinarians, biologists, and veterinary students to the US to learn about sea turtle health and rehabilitation techniques. All members will be able to learn from program participants and attend functions that arise as part of the program. There is currently a small program sending staff, volunteers, and potentially, interested members to collaborators in St. Kitts and Barbados to assist with sea turtle nest management and health related research projects.

Member Development, Training and Supervision

Member development will occur through a continuous, hands-on approach, and the ability to serve alongside staff daily. Members first week of service will be an orientation to AmeriCorps as well as the JIA/GSTC. During this orientation period they will complete a CNCS Ethic of Service curriculum. They

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will then begin their extended orientation for specialized training within their department for the first month. After this is completed there will be monthly training sessions, some of which will be the monthly focus class offered by the GSTC. Members will also participate in weekly departmental staff meetings, at least one all-staff meeting a month, and be encouraged to attend local conferences, workshops and lectures. All non-education members will have a longer orientation period during which they are paired with a staff mentor to shadow daily tasks until they are comfortable performing service duties due to the special considerations required for these areas. After all training opportunities members will be provided the opportunity to complete a training evaluation.

During orientation, members will be required to complete a "Goals and Expectations" sheet. This will be revisited monthly with the appropriate department coordinator to ensure goals and expectations are being met. Also during that meeting, members and coordinators will discuss progress on member projects, review comments and provide feedback on implementation of required educational programs, reflect on their experiences, and address any questions or concerns.

All members will be evaluated during monthly meetings with their coordinator and as well as during an end of service evaluation. Additionally, they are also asked to complete an end of service evaluation on the GSTC programs and staff. Weekly team meetings will be held by full-time staff to address general operational information, issues, concerns, or desired changes in procedure members voice to their respective coordinators.

All members will be certified in First Aid and CPR through the Jekyll Island Fire Department (JIFD) using American Heart Association curriculum. If the member does not pass training on the first attempt, further training and a second exam will be offered. All members will have the option to be trained in disaster response and the GSTC is currently building a collaborative relationship with the Glynn County Emergency Management Agency (GCEMA) and expanding its collaboration with the JIFD. In the event of a wide scale disaster, all members will be available to the GCEMA to assist with recovery projects after the center and patients have been secured. Members required to travel with

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turtles in the event of an evacuation will be available upon return.

Members will be provided the option to take a two-day certification course in Search and Rescue techniques provided by the GCEMA and JIFD. Upon completion, members will be certified in Basic Search and Rescue and can assist in search and rescue events as needed and available. This activity will directly fulfill CNCS's Strategic Initiative Five: Helping communities recover from and prepare for disasters.

Members will also have the opportunity to attend at least one workshop or conference in their service field. Member compliance will be assured through direct supervision of the members by the appropriate coordinator. All supervisors will receive a handbook of AmeriCorps policies and procedures as well as appropriate tasks for members to perform during supervisor training. Also, during supervisor training, supervisors will receive technical training on web based reporting systems.

These opportunities will assist in reaching the GSTC's outcomes by creating a positive environment where staff and members are confident the best information is being presented and patients are provided the best medical treatment available.

Project outputs and outcomes

Visitors and members will leave with a more thorough understanding of sea turtle conservation, their role in the ecosystem, and actions they can take to make a positive impact. This will be evaluated through customer surveys, formal feedback from school groups, evaluations and information gathered through exit interviews of members, visiting scientists, and students.

Understanding patient numbers are driven by stranded and injured animals, it is difficult to quantify the rehabilitation outputs. Based on number of patients seen in 2009, the GSTC will rehabilitate 30-50 sea turtles and 100-200 turtles of other species and have a release rate of 50-75% annually. The GSTC will provide emergency care to 20 injured birds prior to transfer to other facilities or humane euthanasia if untreatable annually.

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The educational outputs however, can be more easily quantified; the GSTC staff will present a minimum of 15 outreach events and 10 professional conferences. The GSTC will provide on site externships to 6 veterinary students annually. The GSTC will successfully participate in the Asian Scholarship Program for in-situ Chelonian Conservation in collaboration with the Wetlands Institute and other organizations. In 2009, this program successfully brought an Asian candidate to the GSTC, and participating centers to learn about turtle conservation before returning to her home country to continue to educate her fellow countrymen. This is especially significant given the constant pressure placed on the Georgia turtle population by the Asian food market. As this program is a newer initiative it started with one student and will continue with one student each year of the grant cycle. These outputs are some that will fulfill Strategic Initiative 3: Engaging students in communities.

The GSTC will meet the Strategic Initiatives One and Four: Mobilizing more volunteers and harnessing baby boomers experience by increasing the number of volunteers by 20-30% annually by intensified recruiting at local universities, job fairs, the chamber of commerce, and visitors' bureaus. The baby boomer generation, which makes up a significant percentage of Jekyll Island's population, will be specifically targeted as potential volunteers by presenting at Jekyll Island and other local events such as the Shrimp and Grits festival, the Birding Festival and CoastFest which is held annually by GADNR. The GSTC is utilizing a newly developed website, and online application form to streamline volunteer recruitment and management. GSTC volunteers will donate 3000 hours of service annually.

Plan for self-assessment and improvement

The GSTC will conduct self-assessment in multiple ways. Monthly board updates to the Jekyll Island Authority (JIA) Board along with regular progress reports for other grants will be on-going throughout the grant cycle. All exiting members and staff will participate in exit interviews during which the program will be evaluated from all aspects and improvements made based on suggestions provided.

After each school program, participants, primarily the lead teacher involved, will fill out an online

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survey evaluating both that specific program and their GSTC experience. Feedback will be utilized to enhance existing programs and provide framework for new ideas. Strengths and weaknesses of the GSTC will be identified through stakeholder feedback in the form of informal techniques such as a simple suggestion box at the facility's entrance, to more formal techniques such as regular communication with GADNR. All members will have at least two opportunities for formal program assessment. Any member concern that arises will be discussed and resolved during weekly staff meetings or other specially scheduled meetings, including either the General Manager/Director and/or Human Resources of the JIA if needed.

The GSTC and its programs are continuously peer-reviewed by similar facilities through feedback provided from site visits as well as presentations and professional conferences. These facilities include: zoos, aquariums, conservation breeding program facilities, nature centers, and government institutions specializing in conservation. Although this technique may sound informal at first, the feedback received has been instrumental in development of programs and veterinary techniques. The General Manager of the GSTC will also conduct a formal internal evaluation.

Community involvement

Throughout its development, the GSTC received assistance and input from several organizations in Coastal Georgia. Georgia Department of Natural Resources (GADNR), Wildlife Conservation Society (WCS) and St. Catherines Island Foundation (SCIF) were major stakeholders in the development and fundraising phases of the GSTC. All continue to provide logistical support. As an operating department within the JIA, the GSTC received, and continues to receive, vital infrastructure such as accounting, human resources, and maintenance. SCIF provided veterinary care in the form of an in-kind donation of Dr. Terry Norton's salary and provided him time and flexibility to develop the GSTC. After opening, He was given time to work at the GSTC several days a week while being employed by SCIF, until the JIA was able to hire him full time, providing significant financial relief. Now that he is full time, the

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collaboration continues as he is provided the opportunity to continue to provide SCIF the expert veterinary care needed for their captive endangered species breeding facility and wildlife conservation initiatives.

All community members were encouraged to be involved in GSTC development by creating the annual Nest Fest celebration and Turtle Crawl triathlon. During this day long event community members attended the festival or participated in a triathlon to raise funds for GSTC development. Other facilities conducting similar projects were consulted to determine the most efficient use of funds. There was, and still is, a constant flow of communication between Dr. Norton and other wildlife veterinarians to refine techniques, share information and form collaborations to create the highest possible level of animal care and education.

The development of the GSTC's nest management and saturation tagging program utilized several stakeholders from the target community. GADNR provided program permits, guidelines, and requirements. GADNR also helped connect the GSTC to other researchers to initiate collaborative research and conservation efforts. The Cooperative Marine Turtle Tagging Program (CMTTP) provided uniquely numbered flipper tags and manages the flipper tag database for the region, allowing for increased re-capture information, sea turtle behaviors and migration pattern information.

The volunteers working for the previous Jekyll Island Sea Turtle Project were significantly involved in GSTC development. These volunteers were involved in everything from marketing to assisting with fundraising and conducting educational programs. The GSTC will continue to utilize its current partners through information sharing and feedback opportunities and will expand its collaborations to include new partnerships and stakeholders over the grant cycle.

Relationship to other national and community service programs

There are currently four other national and community service programs utilizing five AmeriCorps members in our local area. With the development of our program, we will reach out to those programs

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and invite their members to the GSTC, as well as create service activities in the form of beach clean-ups that occur on Martin Luther King Jr. Day, National Volunteer Week, and National AmeriCorps week. During its first program year, the GSTC has collaborated with the Albany Police Department AmeriCorps on multiple occasions and plans to continue that collaboration.

Potential for replication

The membership program of our organization can be replicated by other facilities providing care for sick and injured sea turtles, educational awareness programs, or sea turtle nest monitoring/saturation tagging projects in several ways. All staff is eager to share both information and program ideas with other facilities; therefore, another facility could use this information as a springboard for formulating their own programs. During the 2009 Sea Turtle Workshop in Marathon, FL, a new rehabilitation facility expressed interest in developing an AmeriCorps program, and our AmeriCorps Coordinator will be working with their staff to hopefully do so. Several education programs developed by the GSTC as well as the saturation tagging have already been replicated and are being used by other facilities.

Organizational Capability

.D. Organizational Capability:

Programmatic Oversight

Since opening in 2007, the GSTC has provided the best available medical care to injured sea turtles and education programs to visitors. The staff responsible for overseeing GSTC's programs is located onsite at the GSTC and the JIA administrative building, as well as off-site at the nearby GADNR Coastal Resources Division building in Brunswick, Georgia. Dr. Terry Norton, DVM is the Director and Veterinarian of the GSTC while Mr. Mark Dodd is the Senior Wildlife Biologist, Sea Turtle Program Coordinator with the Wildlife Resources Division, Nongame Conservation Section, GADNR. Jim Squires, is the GSTC General Manager.

Each department within the GSTC has a coordinator responsible for overseeing designated staff,

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volunteers and members. Department coordinators will devote a minimum of 10% of their time to member management and evaluation. As part of a state entity, the GSTC is managed by a legislative oversight committee. All Department Coordinators will be trained in AmeriCorps policies and procedures, web based reporting systems, and appropriate member services during the supervisor training conducted prior to member arrival. The AmeriCorps Coordinator will attend organizational training provided by the DCA and, upon return, provide appropriate training to departmental supervisors.

Fiscal Oversight

Fiscal oversight for the GSTC is provided by JIA's Accounting Department. Marjorie Johnson, Director of Accounting, is responsible for management of GSTC grants. The JIA uses MAS 90 software systems to manage and report all JIA grants and budget materials.

Board of Directors, Administrators and Staff

The GSTC is overseen by the JIA Board of Directors. This board consists of members throughout the state that provide support and oversight to the GSTC and its programs. All appropriate staff will receive training on the AmeriCorps program through presentations and question and answer sessions prior to member arrival. After member arrival, all appropriate staff will be involved in program support and management. The AmeriCorps Program Coordinator will be dedicated to management of the AmeriCorps program and will be responsible for administrative and technical responsibilities.

There are several people who play significant roles in the oversight of GSTC operations. These include:

- 1) Marjorie Johnson, Director of Accounting for the JIA, is responsible for fiscal oversight. Marjorie has 23 years of accounting experience and has been a CPA since 1988. She has extensive grant management experience including Transportation Enhancement grants; State bond projects; DNR grant projects; and Save America's Treasure's grants.
- 2) Dr. Terry Norton DVM, GSTC Director and Veterinarian, is responsible for overseeing all GSTC staff. Dr. Norton has worked in exotic and zoo medicine for over twenty years, including a two year residency

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at the highly competitive University of Florida Zoo and Wildlife Medicine Program. Dr. Norton has been awarded 12 research grants and has extensive expertise in collaboration with state, local and federal agencies. He is the author of 35 peer reviewed publications and serves as an Adjunct Professor for University of Florida, North Carolina State University, University of Georgia's College of Veterinary Medicine and Clemson University. As a diplomat with the American College of Zoological Medicine for 17 years, Dr. Norton provides integral insight to personnel management.

3) Jim Squires PhD. , General Manager, is responsible for the daily operations of the GSTC. Jim started with the GSTC in August of 2009. Jim graduated from Lake Forest College (IL) with a BA in Psychology, University of Georgia (MS) in Child and Family Development, and Ph.D. from the Union Institute (OH) in Child Development and Public Policy. He has a varied professional background in education and non-profit program management, serving as the Early Childhood Education Coordinator for the Vermont Department of Education for nearly two decades. Jim continues to serve on regional and national boards to improve educational quality.

4) Jeannie Miller, AmeriCorps Programs Coordinator, is the primary staff member responsible for program development and administration. Jeannie graduated with Bachelors degrees in Biology, Psychology, and Environmental Science from Juniata College. She has worked both nationally and internationally in sea turtle conservation and research. As a previous veterinary technician, she had worked as a GSTC rehabilitation technician since the GSTCs opening. As a previous AmeriCorps VISTA member working in volunteer coordinator management and training, and currently an active certified Corporation of National and Community Service peer reviewer for the past four years, she is well versed in the policies and procedures of the AmeriCorps program and volunteer management. Jeannie will be working closely with the GSTCs Director, General Manager and department coordinators to ensure all reporting materials and performance measures are completed. Jeannie will also be available to members anytime to discuss questions or concerns about the AmeriCorps program.

5) Michelle Kaylor, Rehabilitation Coordinator, will be the supervisor of the husbandry members.

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Michelle earned her B.S. at the University of Tennessee at Chattanooga. During her four years of studies, she participated in research on the Tennessee River Gorge assessing population surveys of fresh water turtles. Through college and beyond, she worked at the Tennessee Aquarium for seven years, starting in education and moving up to and Aquarist position. She is currently working toward her veterinarian technician's license. At the Georgia Sea Turtle Center, Michelle is responsible for administrative and management duties of the veterinary staff and overseeing daily operations of the hospital and pavilion. She oversees the rehabilitation staff, acts as the main veterinary assistant, and conducts inventory management for rehabilitation.

6) Stefanie Ouellette, Marine Programs Field Coordinator, will be the supervisor of beach patrol members. During and after attaining a Joint Master of Science in Marine Biology and Marine Environmental Science from Nova Southeastern University Oceanographic Center, FL. She was the Project Manager for the Broward County Sea Turtle Conservation Program. While there she was responsible for conducting sea turtle conservation efforts on the beaches in Broward County. As the Marine Field Programs Coordinator of the GSTC, she manages the nest monitoring, saturation tagging and assessment of Jekyll Island's nesting sea turtle population. She is assisting in developing Jekyll Island's component of the Georgia SEANET program.

7) Alicia Marin, Education Coordinator, will supervise the education members. Alicia completed her Masters of Environmental Management at Duke University and has implemented programs locally and internationally. She oversees education department staff and will be responsible for ensuring education members are provided appropriate training and support. As vice president for the Georgia Coastal Educators Group she is widely recognized in the community and constantly provides new networking opportunities for the GSTC.

Organizational assessment and continuous improvement

The GSTC's progress is monitored and assessed on a regular basis by monthly reports to the JIA Board

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of Directors including admissions, revenue, expenses and participation in special programs as well as annual reports. In addition, JIA Executive Director C. Jones Hooks has a personal interest in the continued progress of the GSTC. All employees are evaluated on a semi-annual basis. The GSTC is developing a formal evaluation process assessing all aspects of its operation both on the short- and long-term. Feedback from visitors retrieved from our publicly accessible 'Comments and Suggestions' box located in the Gift Shop near the entrance/exit is reviewed by staff on a regular basis. The GSTC BLOG provides an opportunity for public feedback. Volunteers also offer feedback. Using collected feedback, exhibits and programs are continually improved, making each visitor's experience memorable and educational.

Technical Assistance

The GSTC is supported by JIA's infrastructure including, but not limited to, accounting, information technology, marketing, and facilities. Training and management is provided by JIA staff. The GSTC is also supported through its network of outside veterinarians, researchers, educators, collaborators, and multiple professional volunteers.

Sound Record of Accomplishment

Generate and support diverse volunteers who increase your organizations capacity

The GSTC recruits volunteers from all age ranges and backgrounds, in compliance with Federal and State age limitations and restrictions for the husbandry and beach patrol departments. Positions are available for high school and college students, interested citizens and retired professionals in interpretation, husbandry, education, gift shop, research, special events, and grant writing.

The GSTC methods for recruiting volunteers have become streamlined since opening and now include recruiting from wide array of resources, including public community events, school programs, universities, the GSTC website and word-of-mouth. Volunteers increase the organizations capacity

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through providing much needed daily support, as well as specialized program support.

There is currently a volunteer professional advisory committee consisting primarily of "baby boomers" which provides expertise on a wide range of topics, specifically education and grant writing. Often times, retired professional volunteers will be the source for innovative ideas that help to either provide better animal care or more complete educational experience. Volunteers also provide financial help in the form of direct donations of materials, purchases of memberships and adoptions, and, in some cases, grant matches from employers.

Volunteers are provided an extensive training opportunity to familiarize themselves with the GSTC's mission and daily routine. This gives them the ability to take what they learned and utilize it while volunteering and throughout their daily affairs.

Organizational and community leadership

Even though the GSTC is still young, it has made a significant impact in the conservation community of Southeast Georgia, as well as nationally and internationally. Since opening, the GSTC has treated 903 turtles of 21 different species. Of those, 413 have been released and 75 remain at the GSTC. The GSTC also provides emergency and short term care to a variety of avian species, with a focus on raptors and marine birds. Since opening, the GSTC has triaged 66 birds of 36 different species. Of those, 28 have been successfully transferred to other facilities, 12 have been released, and 35 either died or were euthanized. The Diamondback Terrapin program has treated 689 diamondback terrapins. Of those 95 have been released, 1 is a current patient, 111 either died or had to be euthanized and 256 were found dead on the causeway. There was another 248 that were found uninjured, marked, safely moved, and not formally treated by the center. In addition to those there were over 300 terrapins hit by cars on the causeway during the 2007 season before the project was fully developed. There has been a total of 659 eggs able to be extracted from dead and injured females. After incubation 248 hatchlings were successfully hatched, 213 have been released and 25 are current patients awaiting release.

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The marine fields program has monitored 287 sea turtle nests of three different species and tagged 99 nesting females with either new or replacement tags. This includes a green sea turtle and the only leatherback to visit Jekyll Island in over ten years!

The education department delivered educational programs to 22,580 children, teachers, and community members. GSTC was visited by 241 schools for in-house school programs, reaching approximately 12,852 children and another 3,725 children through outreach programs. 39 Boy and Girl Scout troops with 493 scouts and 95 different tour agencies serving 5435 guests also participated in educational programs. 7,370 participants during 349 Turtle Walks, and 1,019 participants during 68 Hatchling Walks, and held 4 week-long Teacher Workshops attended by 20 teachers. The GSTC has recruited 150 episodic and continuous volunteers that have donated over 12,000 hours of service to the GSTC.

Alicia Marin is currently the Vice-President for the Georgia Coastal Educators Group and served as a member of the UGA Improving Teacher Quality Grant review board in 2009. Alicia Marin, along with Kelly Price serve on the JIA special events board. Kelly will be serving as a member of the Teacher Quality Grant Review Board in 2010. Stefanie Ouellette is currently the Jekyll Island Coordinator for the SEANET program. Dr. Norton holds numerous affiliations including the 2008 Co-Chair of the Gopher Tortoise Council. All members of the veterinary staff are members of the Association of Zoo Veterinary Technicians.

Dr. Norton and staff frequently provide consultations to other organizations regarding best techniques for animal care and conservation curriculum. Staff frequently present at professional meetings, workshops and conferences both locally, nationally, and abroad. In addition, the GSTC hosted, and plans to continue to host, a number of conferences on-site with a successful turnout.

The Education Department has also created the Sea Turtle Education Program (STEP) in 2008 through an EPA grant and has implemented it in 2009. STEP is a three-part educational outreach effort incorporating scientific, school-based learning opportunities and hands-on, field-based investigations. It

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is a field-tested, standards-based environmental education curriculum exploring sea turtles and pollution prevention. The primary audiences for STEP are third-graders and teachers in public and private schools in Glynn County, Georgia. Additionally, professional development for teachers and curriculum resources aligned with the Georgia Performance Standards will be provided to participating programs. Currently, there are fourteen schools that have started the program, reaching approximately 1000 third graders throughout Glynn County.

Over the past 5 years, Dr. Norton has developed the Georgia SEANET program in conjunction with Stacia Hendricks, a naturalist from Little St. Simons Island. This program has provided opportunities for a number of veterinary students to perform gross necropsy and become involved with wildlife conservation. The program established connectivity among various conservationists working in coastal Georgia. The GSTC staff is becoming more involved in the SEANET and working towards conducting regular beach surveys and improving, standardizing and expanding information collected to conduct more in-depth analysis of data. Since Jekyll Island is an important roosting and nesting site for many marine birds, it is important to assess, protect, manage and educate the public about these animals.

Success in Securing Community Support

Collaboration

The GSTC collaborates with a wide range of organizations. On multiple occasions, GSTC has been the point program for bringing together technical experts from federal and non-federal agencies to discuss and take action on threats to sea turtles and other species. The Education Department frequently collaborates with faith-based organizations, schools and civic organizations to bring visitors to the GSTC for individualized educational programs. The GSTC has also collaborated with several universities (Ross University, University of Georgia, Clemson University, University of Florida, Ogeechee Technical College and University of Central Florida) and provided service project opportunities for groups such as alternative spring breakers, national honor societies, Starbucks, various local high school senior

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projects, and externships for veterinary and veterinary technician students.

The GSTC, in accordance with its mission, also collaborated on an international scale by supporting the development of the St. Kitts Sea Turtle Monitoring Network by providing logistical as well as volunteer support. Starting in 2009 the GSTC has expanded the breadth of its international programs to include St. Kitts and Barbados.

The GSTC veterinary staff is involved with numerous wildlife health related activities from leading sea turtle mortality investigations, assisting in marine mammal disentanglements and necropsies to leading health related research on a number of wildlife species.

Local Financial and In-Kind Contributions

The GSTC has had great success securing local financial and in-kind contributions through grants, gift shop sales, special programs conducted, and direct donations. The GSTC has successfully secured in-kind donations in the form of technical expertise and procedures by local medical professionals and medical equipment suppliers. One such contribution by a local orthopedic surgeon started as a consultation and expanded to include multiple consultations, assisting in several procedures and providing medical supplies and equipment.

Perhaps one of the most unique contributions the GSTC receives come as the result of crayon recycling campaigns held with community members and schools. Collected crayons are melted down and sea turtle shaped crayons are created and sold in the gift shop. All proceeds from crayon sales, as well as all funds from an in house donation game, support the scholarship fund which covers admission costs for underprivileged and disadvantaged youth from the local community to attend GSTC programs. This program has proven very successful in the past but is currently being reviewed by JIA to ensure all safety precautions are met. The GSTC anticipates it will resume soon. This is an example of how the GSTC is meeting CNCS's Strategic Initiative Two: Ensuring a brighter future for all of America's Youth.

Supporters who represent a wide range of community stakeholders.

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The GSTC has secured support from a wide range of stakeholders, including federal agencies such as the National Marine Fisheries Service and U.S. Fish and Wildlife Service as well as local government agencies, such as GADNR. The GSTC also has supporters from comparable rehabilitation and education facilities, conservation groups, community gardening groups, Girl and Boy Scout troops, and faith-based organizations. As the GSTC continues to disseminate information and offer programs to groups, support for the center and its programs continues to expand. The most recent example of this is a collaborative relationship with the Georgia Bee Keepers Association that has expanded now to include the regional Bee Keepers Association. Due to the numerous medicinal properties the GSTC uses honey and honeycomb, donated by these groups to treat severely injured sea turtles and wildlife

Cost Effectiveness and Budget Adequacy

E. Cost Effectiveness and Budget Adequacy

Program is cost effective:

The GSTC's budget is cost-effective since most funding is obtained from non-federal sources. A core value of the GSTC is to maximize program outputs and outcomes through efficient utilization of all resources-fiscal, staff, volunteer, and materials. For example, several staff serve in multiple capacities without additional compensation.

The 2010-11 fiscal year budget has had some changes from our first year; however, it is still cost effective and adequate for the program year. The largest changes are due to increased member stipend and, increased expenses in member housing. Due to the limited number of local applicants possessing appropriate qualifications, AmeriCorps GSTC needs to recruit nationally. Often, housing is the deciding factor for qualified applicants, so the ability to provide housing for members is critical to the successful operation of the AmeriCorps GSTC by effectively reducing members' out-of-pocket expenses. The MSY is \$16,051. This is an increase from \$15,668 from the current fiscal year. This increase is small, however, and is due to the increases in member costs. The match percentage for the 2010-11 fiscal year is 32%, which is a 1% increase in match from the 2009-10 fiscal year. Given the increased expense in

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member costs, the GSTC's ability to increase the match amount shows sound fiscal management.

Overall the budget has increased to \$330,131 for the 2010-11 program year from \$319, 926 during the 2009-10 fiscal year, an increase of \$10,205. This slight increase in budget, given the increase in member cost, shows the GSTC is using funds conservatively and efficiently.

Demonstrates diverse non-federal resources:

The GSTC demonstrates diverse, non-Federal funding through its success in securing a wide variety of private and state grants (see page 18 for abbreviated summary). Also, a large portion of the operating budget is obtained from monies generated from admission fees, gift shop sales, turtle adoptions, and memberships, The GSTC has developed a volunteer committee of retired doctoral level professionals who provide assistance with grant applications and program evaluation..

Budget is adequate to fit program design:

The budget, although higher than the average MSY costs for Georgia, is adequate to fit the program design and enables the GSTC to provide members with the extensive training, supervision and materials necessary to conduct a successful program.

Since opening in June 2007, the GSTC has significantly impacted the target community. Although not technically located in a rural or economically distressed area, it serves residents of multiple Southeast Georgia communities fitting that description. In kind donations, an excellent volunteer base and extensive community collaborations have enabled all GSTC programs to operate within or below budget.

Evaluation Summary or Plan

The Evaluation Summary has been directly provided to the Georgia Commission for Service and Volunteerism.

Amendment Justification

NA

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Clarification Summary

Programmatic clarification:

1. Please clarify expected education outcomes.

The GSTC Education Department will make a significant impact in the community regarding sea turtle and environmental awareness. This is evidenced by the Teacher Quality Workshop that the center is holding again for the third consecutive year. Each year the GSTC brings teachers together for a week-long workshop as part of a continuing education program held in collaboration with Georgia Southern University. Each year the center continues to fill the workshop, thus promoting environmental awareness of sea turtles and their habitat. In addition, the number of educational in-house and outreach programs reach approximately 100,000 people each year to further promote knowledge about sea turtles and expanding environmental awareness. The GSTC's primary performance measure focus is environmental and the secondary is education.

2. Please clarify the members' role in the recruiting, training, and supporting community volunteers.

Please confirm that the volunteers are non-duplicated and describe how that will be tracked.

The education members will be assisting the Volunteer Coordinator in the recruitment, training, and supporting volunteers by helping to develop training materials, present programs during volunteer orientation sessions, serve as mentors when new volunteers participate in "shadow shifts," and assisting with potential volunteer interviews and recognition events. These roles will be different from the volunteers as the members will be more active in training development and members will have additional responsibility during daily programs and events. The member roles will be different than the Volunteer Coordinator as they will not have the supervisory and scheduling responsibilities. These will be tracked through member service logs and volunteers tracking through volgistics.

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3. Please describe plans to recruit a diverse corps or recruit from the target community.

The GSTC plans to recruit a diverse corps of members by recruiting nationally through a variety of methods. The GSTC will post positions on the center's website, www.seaturtle.org, and various environmental and university websites to attract those that are interested in environmental careers and conservation. The GSTC will post positions on AmeriCorps.gov to attract members with previous national service experience and a desire to continue serving. Geographic, racial, cultural, ethnic, and multi-lingual diversity are also important selection criteria.

4. The staff and a network supports GSTC and will provide TA - please provide details.

The staff and network that provides support to the GSTC is predominately the Jekyll Island State Park Authority (JIA). As a department of the JIA, all of the GSTC's infrastructure needs are provided (e.g., human resources, facilities, accounting, etc.) The Georgia Department of Natural Resources also provides support in the form of state and federal permits allowing the handling and care of endangered species. Fellow rehabilitation facilities and universities also provide support in the form of sharing scientific information and innovative rehabilitation and education techniques.

5. The GSTC does not provide discount coupons to the members for the gift shop. \$1 dollar off coupons are provided to the public as an educational tool that is valid for admission only. The members are not recipients of these, nor can they be used for anything other than admission to the center. As employees of the JIA, members are eligible to receive amenities that may include discounts for gift shop purchases.

6. Please confirm if there are health hazards to the well-being of members from residual toxins?

There are no perceivable health hazards to the well-being of members from residual toxins during their service with the GSTC. Any substances that could be considered hazardous are generally handled only

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by staff and personal protective equipment is provided to everyone present at the time. All materials are properly disposed of to eliminate residual toxins.

The GSTC is a Brownfield Site, and received a \$400,000 grant from Georgia EPD through the US EPA Brownfield program. Because the Power Plant was an industrial site, EPD first funded a study to determine if there were any hazardous materials on the site. They found lead paint and some limited asbestos (in some of the old roofing material). They also dug a series of monitoring wells on the site to look for groundwater contamination (of which they found none). The \$400K went toward the removal and proper disposal of lead paint and asbestos, and the site was certified as clean of hazardous materials.

The Targeted Brownfield Assessment was completed in March 2005 by the US Army Corps of Engineers. The abatement work began in August 2006, and was completed in October 2006. All reports are publicly accessible through the Jekyll Island State Park Authority.

Budget clarification:

1. Section 1-A Personnel Expenses - information in the narrative indicates department coordinators will spend 10% of their work time on member management and evaluation. Please account for this in personnel expenses.

The Department Coordinators salaries and fringe benefits that work on the AmeriCorps program are located in the indirect cost section of the budget.

5. Please clarify why only 4 members travel to conferences as this is not explained in the application narrative.

All members travel to at least one workshop, conference, or event pertinent to their position. Not all of these are listed in the budget as some are local or provided at no cost to the GSTC. Frequently, these

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workshops are held on Jekyll or another Georgia Barrier Island making them easily accessible. They are not itemized in the narrative as the dates, locations, and subject change annually so information can not be provided that far in advance.

6. Section 1-E: Supplies - \$6, 272 is charged to CNCS. Please elaborate on use of terrapin supplies, husbandry supplies, specimen preservation supplies and night-time patrol supplies. Some of the supplies were on the budget last year - list the items that may be reusable in more than one year.

The items listed in the budget narrative for the 2010-2011 grant cycle are not items that may be reusable for more than year. The large majority of terrapin, husbandry and specimen supplies are animal specific (ie, medications, food, cleaning materials, and medical supplies) All reusable items were purchased prior to the inception of AmeriCorps GSTC and have not needed to be replaced yet. Items that are reusable will only appear in the budget when they need to be replaced.

8. Please describe the nature of the GA Dept. of Natural Resources season review Section I Consultants: Ensure that when there is a daily or AC member training (which includes staff time, materials) that the 617 daily rate for a trainer is not exceeded.

The GA Department of Natural Resources end of season review is an annual event held by DNR during which all the island present their sea turtle nesting data from the previous season. It also provides an opportunity for DNR to provide any new policies or procedures to the cooperators and includes at least one lecture. The daily rate of \$617 for a trainer will not be exceeded during AmeriCorps trainings.

10. Section 1-I: Other Program Operating Costs - no criminal history background checks for members and staff have been included in the budget. Please revise budget to be in compliance with CNCS regulations regarding proper criminal background checks.

The GSTC conducts and, through JIA, retains on file criminal history background checks on all staff and

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members. These are maintained in the Human Resources office of the JIA. Because the GSTC is a state entity, it receives background checks at no cost from the Georgia State Patrol; therefore, no costs are outlined or available from the State Patrol regarding these background checks.

11. Please detail the costs for the recognition event.

The costs for the recognition event are costs incurred by the GSTC for a trip to St. Catherines' Island, a private island that does offsite breeding for endangered species. These costs are for the SCI staff time during the recognition event and boat transportation to and from the island.

12. The program allocates a large sum of money for supplies: \$35,471 as opposed to the member training budget of \$3,820.

The GSTC does have a significantly higher supply cost than it does member training cost. This is due to the cost of equipment and supplies. Many of the medical supplies used are very costly. Also, most of the member training is done in house by staff with materials and equipment that is already available to the GSTC which helps to reduce cost.

13. Please justify why the cost/MSY is significantly higher than \$13,000 at \$15,993.

The MSY is significantly higher than the recommended \$13,000 largely due to housing costs. Since the GSTC recruits nationally providing housing is imperative to the successful recruitment and retention of members. The MSY is also elevated due to the specialized materials that are required for conducting rehabilitation on sea turtles and other endangered species.

2011-2012 Budget Clarification Section

1. Please reduce the funding level, MSY's and slots to reflect level funding as indicated above.

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The total funding levels, and MSY have been reduced to \$222,558. This is slightly lower than the \$223,907 provided. However, when adjusting programs this was the closest to \$223,907 able to be achieved. Several match items have been adjusted to maintain the 30% match level. Rather than the described 18 slots however, we were able to reduce to 17. The inability to receive the 2 additional full time slots for the research department required us to restructure programs to be able to complete our objectives with the allotted number of MSY's. To do so, rather than have 8 half time members we are requesting 6 half time members and one full time member. The total amount awarded actually will decrease and the MSY does not change showing sound management of fiscal conservation.

Section 1. Program Operating Costs

C. Staff Travel: Please recalculate travel for the National Rehabilitation Workshop and Georgia Marine Science Teachers Association. Staff travel should only be allocated for the one staff dedicated to the grant.

The National Rehab workshop conference has been transferred to entirely grantee share match funds. The 3 staff that are attending are listing in the program budget as administrative match. The Georgia Marine Science Teachers Association has been recalculated and the one staff attending is dedicated to the grant. All staff travel is allocated to staff dedicated to the grant.

E. Supplies- Please clarify the number of uniform items being purchased and justify 100 patches for 21 members.

Given the environment (hot, and very dirty) that members work in they need to be provided with

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multiple uniform shirts. The number of patches needed is so that each member can receive a patch for each shirt. With the reduction of member slots, there has also been a reduction of patches needed. Each member receives 5 shirts. $5 \text{ shirts} \times 17 \text{ members} = 85 \text{ patches}$. The AmeriCorps Coordinator also has 5 patches for uniform items paid for with federal funds.

While adjusting the budget to bring it back down to the specified amount, the match and CNCS amounts were changed to make it as similar to the 2010-2011 budget as possible. Because of this there were some additional funds placed into the supplies categories.

I. Other program operating costs: The budget does not include costs for criminal background checks on members and staff with recurring access to vulnerable populations. Please explain how these costs will be covered. You may revise the budget to include these costs, if necessary but may not exceed the level of funding for which you are under consideration.

The GSTC and JIA have a strong working relationship with the Georgia State Patrol. The GSP currently provides our background checks at no cost. We anticipate this to continue. In the event that there is an unexpected change and only a reduced rate is available, \$400 has been included in the budget to cover these expenses. There are no funds allocated for staff in this budget. All staff on the grant already have received background checks and no new staff will be added to the grant during this cycle.

I. Other program operating costs: Please explain how housing for part time members is relevant to the program.

The GSTC is fortunate enough to have access to onsite housing provided by the JIA. During the summer season the addition of the research members exceeds the available housing and a rental house needs to

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be secured. Given the increases in member costs and funding available, the GSTC has secured alternate onsite housing and that expense has been removed entirely for the budget.

Source of Funds: Please list sources of match and whether it's cash or in-kind for the total amount of \$131,419.

After the budget was adjusted to \$222,558 the match needed was reduced to \$93,251. The personnel included and cash provided are included in the source of funds section. Staff salaries account for \$28,201 and the cash match portion is \$65,050.

Continuation Changes

Continuation changes:

The following section addresses changes that are being made to the AmeriCorps GSTC program for the 2011-2012 program year. The bulk of the program will remain unchanged. Those areas that will be changed are detailed below.

Rationale and Approach:

Compelling Community Need: No changes required

Description of Member Roles:

Husbandry Department:

Changes for the 2011/2012 husbandry department roles include:

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1. Expand the number of full time husbandry members from 4 full time to 6 full time members. The member roles will not change, but due to the quantity of hours served during previous program years it became clear to us that we needed to further increase the number of husbandry members.

Diamondback Terrapin Member:

No changes required.

Education Department

Education members:

No changes required.

Volunteer members:

1. The volunteer program is no longer housed within the education department and there will again be a volunteer member. The volunteer member will serve one day a week in education and husbandry to be able to better train and assist volunteers. The volunteer member will be directly supervised by the AmeriCorps Coordinator, with assistance as needed from the General Manager.

Research Department:

1. Due to the departure of the Marine Fields Program Coordinator and restructure and expansion of the department, this department will now be called the Research Department and will include all of the GSTC's research initiatives as well as the nest management program. All of these members will be directly supervised by the new Research Coordinator, Dr. Kimberly Andrews.

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2. With the restructure of the department and increase in research initiatives the department will include 2 full time members and 6 part time members. While this does not change the MSY, the two full time members will be able to be more thoroughly trained and participate in more of the GSTC's research initiatives without causing there to be an excess of members during the slower season. This will also maintain the 8 members needed to effectively manage the nest management program.

3. The position descriptions for the two full time research members are:

The Georgia Sea Turtle Center is further developing and expanding their research program and will be offering the opportunity for 12-month AmeriCorps positions starting 1 September 2011 and extending until 31 August 2012. These positions will include the night-time beach patrol responsibilities during sea turtle nesting and hatching season during the summer portion of their service.

These positions will also be responsible for assisting with a variety of research projects related to terrestrial wildlife and other conservation projects. All research projects will be of an applied nature, producing results which can be translated into Jekyll Island needs for management and implementation of local conservation objectives. Research focus could potentially be influenced by the existing expertise or interest of the particular applicants. Field work will be a primary component of the responsibilities and may involve techniques such as visual count surveys, small vertebrate trapping, or radio-telemetry. We are seeking motivated applicants who would further be interested in playing a role in research design, statistical analysis, and scientific publication development. All applicants must have the ability to interface with the local residents, visiting public, local authorities, and in general, to enthusiastically participate in the outreach and education of coastal wildlife.

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Project Outputs and Outcomes:

No changes required.

The AmeriCorps GSTC program was created in 2009 and dramatically influenced the impact that the GSTC was making on its target community. During the first AmeriCorps program year, the GSTC has treated close to 500 turtles, reached 74,777 guests in center with several thousand more reached during outreach events. The AmeriCorps GSTC program recruited 55 new continuous volunteers and volunteers served 4683 hours. The AmeriCorps GSTC program was also awarded the honor of being included in the America's Service Commissions and Innovations in Civic Participation's publication "Transforming Communities through Service: A Collection of 52 of the Most Innovative AmeriCorps Programs in the United States."

The GSTC is a highly competitive program. The GSTC recruits on a local and national scale and frequently receives hundreds of applications for the small number of positions. Once applications are received, phone interviews are conducted for all applicants, both local and distant to ensure all applicants are treated fairly. After that, selected applicants are contacted and invited to the center.

Due to this extreme competitiveness, the GSTC has had no difficulty achieving a 100% recruitment rate for 2009/2010 and is on track to do so again this program year. The GSTC had two members leave without completing the program in 2009/2010 and had a 90% retention rate at the end of the program year. The GSTC has also been in compliance with enrolling and exiting members within the 30 day time limit as well as all other GCSV and CNCS policies and procedures.

One member left due to severe family illness and the other because she was given the opportunity to

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enter the Peace Corps sooner than anticipated. Learning from this experience the GSTC will continue practicing sound recruitment techniques to attract high quality applicants.

The GSTC exceeded all of the performance measures established for the previous program year. The program expects to continue to exceed the performance measures annually.

Plans for assessment and improvement:

No changes required for member evaluation.

1. The GSTC has decided to go with an outside evaluator to perform the formal program evaluation, even though it is not required to at this time. The new evaluator will be Dr. Jay Weinstein. Dr. Weinstein is a Professor Emeritus at East Michigan University University and is currently a Faculty Fellow at the University of North Florida and works with the Northeast Florida Center for Community Initiatives.

Relationship to other national and community service programs:

1. VISTA programs have recently been started in Glynn County. The GSTC will reach out and include the Glynn County VISTA's in our trainings and service projects.

Potential for Replication: No changes required.

Member Outputs and Outcomes:

Member recruitment and support: No changes required.

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Member development, training and supervision:

The education members will be supervised by the Education Department Coordinator. The husbandry members will be supervised by the Rehabilitation Coordinator. The Research and Beach Patrol members will be supervised by the Research Coordinator and the Volunteer Member will be supervised by the AmeriCorps Coordinator. For issues, that can not be resolved between the member and their department coordinator, the next level of resolution will be the General Manager and the Director/Veterinarian.

Ethic of Service and Civic Responsibility:

During the 2010-2011 program year, the GSTC invited members of the Georgia Commission on Service and Volunteerism (GCSV) to the center to provide training on the History of AmeriCorps, CNCS, and the GCSV. This curriculum has been given to the center and will be instituted in the 2011 program year orientation in addition to the current ethic of service curriculum.

Community outputs and outcomes:

Meeting targeted community need: No changes required. Detailed statistics from the 2009/2010 program year can be found in project outputs and outcomes section.

Sustainable beyond the presence of federal support: No changes required.

Generates and supports volunteers: No changes required. The GSTC met and exceeded the performance measure established for volunteer recruitment.

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Enhance capacity of other organizations: No changes required.

Organizational Capability:

Programmatic oversight:

Jim Squires has left the GSTC and a new General Manager has been hired with experience in program management, grant writing, and business administration.

Fiscal Oversight: No change required.

Board of Directors, Administrators, and Staff:

1. Betsy Coy started with the GSTC on June 1, 2010. Betsy studied at Hollins University where she earned a BA degree in Biology. She continued her education with an MS at the University of Kentucky, and later earned an MBA from the University of North Florida. Keenly interested in zoo husbandry, Betsy volunteered for six years at the Jacksonville Zoo. She was awarded Keeper Assistant Volunteer of the Year 2003-2004. Betsy taught as an adjunct biology professor at College of Coastal Georgia. Putting her MBA to work in the world of business, Betsy went from customer service to new product development at Equifax. She also worked in non-profit administration and grant writing at Alzheimer's of Glynn/Brunswick, and in medical office marketing at Sunbelt Behavioral Health Services. She continues to oversee the business of the family farm, which is still operational in Kentucky. Biology and business merged together for her role as General Manager. She works with GSTC's departments of Rehabilitation, Research, and Education, as well as the Jekyll Island Foundation and Jekyll Island

Narratives

Authority. Her responsibilities include keeping resources in place for GSTC to achieve its mission.

2. Kimberly Andrews, Research Coordinator, is the newest member of the GSTC staff. She was hired in August of 2010 and will be starting at the center full time in January of 2011 after completion of her Ph.D. in Ecology from the University of Georgia. She additionally holds a B.Sc. in Ecology (1999) and an M.Sc. in Conservation Ecology and Sustainable Development (2004) from the University of Georgia. Kimberly is a researcher and an educator focusing on wildlife conservation with emphases on spatial ecology, human-wildlife interactions, road effects and the assessment of wildlife-compatible designs for small vertebrates, and developing approaches for retaining ecological viability and permeability in urbanizing landscapes. She has worked with the Jumby Bay Hawksbill Project in Antigua, West Indies for ten years on saturation tagging of nesting females and developing beach restoration strategies along residential portions of the beach. She has also worked extensively on Diamondback Terrapin population assessments and road and crab trapping impacts on their survival. She will be managing and developing the research department as well as overseeing all of summertime nest management efforts.

Organizational assessment and continual improvement:

1. The center has evaluated the feedback provided by the 2009-2010 AmeriCorps members and has made scheduling and housing adjustments as appropriate.
2. The center has started to collaborate with Dr. Jay Weinstein to perform a full program evaluation, to be completed in 2013. The evaluation summary has been attached.

Cost Effectiveness and Budget Adequacy:

Narratives

The 2011-12 fiscal year budget has some changes; however it is still cost effective and adequate for the program year. The largest changes are due to increased member stipend and increased numbers of MSY's requested. The cost per MSY is \$15,837. This is a decrease from the current fiscal year.

Although this decrease is small, it is exceptional given the increases in member costs and the fact that the GSTC is requesting 4 additional MSY's. The match percentage for the 2011-2012 fiscal year is 32%, the same as the match from the current fiscal year. This is higher than the required 24%. Given the increased expense in member costs the GSTC's ability to increase the match amount shows sound fiscal management.

Overall the budget has increased to \$416,481 for the 2011-2012 program year from \$329,331 during the 2010-11 fiscal year, an increase of \$87,150. This slight increase in budget and decreased cost per MSY, given the increase in member stipends and increase in MSY's requested, shows the GSTC is using funds conservatively and efficiently.

The changes are as detailed:

Personnel expenses:

General Manger Betsy Coy has been added to the personnel section. She will be contributing 10% of his time towards the AmeriCorps program and, therefore, 10% of his salary will be claimed as a match.

Betsy is replacing previous General Manager Jim Squires.

Kimberly Andrews has been added to the personnel section. She is replacing previous Marine Field Programs Coordinator Stefanie Ouellette. The time contributed towards match will not change.

Staff and member training and travel:

Narratives

Staff and member training and travel costs have been reduced for the 2011-2012 program year in order to keep the MSY low. The National Rehabilitation Conference and the Georgia Middle School Association are the only trainings that will require travel. These trainings are lower cost and closer so they will be easier to attend.

This does not mean that member training has been eliminated. More training will take place on sight through the use of guest speakers. Jeannie Miller, AmeriCorps Coordinator, is being trained this program year to be a Certified Interpretive Trainer by the National Association of Interpretation (NAI). All incoming members will then be trained using the NAI Certified Interpretive Guide curriculum, with the option of paying for their certification. This will allow the GSTC to continue to provide training for its members without incurring additional expense.

Changes made to the Supplies section:

In an effort to keep the MSY low the GSTC has absorbed more of the supplies cost as match rather than having them paid for by CNCS. Due to this how the supplies were distributed has changed to make them reflect the expenses more accurately. The husbandry and research department have a significantly higher percentage of the expenses and it is now reflected in the match.

Other program operating costs:

The cost of off-site utilities is no longer included in the budget. The GSTC has been successful at finding housing with utilities included and anticipated being able to do it again.

Member living allowance:

The full-time member living allowance has been raised to \$12,100 as per the minimum allowance in the Notice of Funds Available (NOFA). The part-time member living allowance remains \$5000 to provide

Narratives

adequate funds for the members and remain the within the MSY requirements outlined in the NOFA.

Member support costs:

The FICA percentage for the 2010-11 fiscal year has again be reduced from 7.65% to 1.45%. The reason for this is that under Georgia Law the GSTC, as a state entity, does not pay anything other than the Medicare portion of FICA.

Performance Measures

SAA Characteristics

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

Priority Areas

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

Grand Total of all MSYs entered for all Priority Areas 14

Service Categories

- | | | |
|--|---|---|
| Disaster Preparation | Primary <input type="checkbox"/> | Secondary <input type="checkbox"/> |
| Service-Learning | Primary <input type="checkbox"/> | Secondary <input type="checkbox"/> |
| Other Education | Primary <input type="checkbox"/> | Secondary <input type="checkbox"/> |
| Environmental Awareness-building and Education | Primary <input checked="" type="checkbox"/> | Secondary <input type="checkbox"/> |
| At-risk Ecosystems Improvement | Primary <input type="checkbox"/> | Secondary <input checked="" type="checkbox"/> |
| Other Environment | Primary <input type="checkbox"/> | Secondary <input type="checkbox"/> |

Georgia Statewide Recruitment and Management of Continuous Volunteers

Service Category: Environmental Awareness-building and Education

Measure Category: Strengthening Communities

Strategy to Achieve Results

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

One AmeriCorps members will recruit, train, and/or manage 50 volunteers who have been placed in the continuous volunteer assignments. Continuous volunteers serve regularly over a prolonged period with a schedule and specific assignments. AmeriCorps members conduct or coordinate training. Members have regular contact with volunteers to ensure volunteer satisfaction, quality service, and volunteer recognition.

Results

Result: Output

One AmeriCorps member will recruit, train, and/or manage 50 continuous volunteers during the

Result: Output

2010-2011 grant year.

Indicator: community volunteers recruited

Target: Fifty (50) continuous community volunteers are recruited, trained and managed with 2010-2011 programs/partners to meet local need.

Target Value: 50

Instruments: Volunteer service logs and/or sign in sheets

PM Statement: One AmeriCorps member will recruit, train, and/or manage 50 community volunteers in continuous assignments during the 2010-2011 grant year.

Prev. Yrs. Data NA

Visitor and Student Education in Diamondback Terrapin Conservation

Service Category: Environmental Awareness-building and Education

Measure Category: Strengthening Communities

Strategy to Achieve Results

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

The GSTC staff will patrol the Jekyll Island Causeway three times daily (morning, afternoon, and evening) looking for Diamondback Terrapins. The Diamondback Terrapin monitoring member will have primary responsibility for the project but all members will have the opportunity to participate in the program. When an injured or dead terrapin is found, it will be brought to the center for rehabilitation or necropsy. If a live uninjured terrapin is encountered, she will be helped across the road and tagged for identification in the event of recapture. The center will also work with school groups and visitors to the center to education them about Diamondback Terrapin Conservation. All students and visitors to the center will be given the opportunity to see both diamondback terrapins that were incubated as part of the GSTC's conservation program as well as a permanent captive (due to being hit by a car) adult female.

The center will rehabilitate and release injured terrapins that are brought to the center as well as remove eggs or induce egg laying so that potential nests will not be lost. The center will incubate the eggs on site and after hatching, will raise a small portion of the hatchlings over the winter which will be used for educational programs. The remainder of the hatchlings will be released with school groups prior to temperatures becoming to cold.

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

The center will also collaborate with local universities in data collection and diamondback terrapin research projects to help determine a solid understanding of terrapin behavior, health, and disease issues.

Results

Result: Output

Members will conduct educational presentations to school groups and center visitors about Diamondback Terrapin Conservation.

Indicator: participants

Target: Visitors to the center will receive at least one education program and see a live diamondback terrapin.

Target Value: 10000

Instruments: Daily admission reports, program attendance counts, school presentation schedules.

PM Statement: Members will educate 10,000 visitors and school students and center visitors about Diamondback Terrapin conservation.

Prev. Yrs. Data

Result: Intermediate Outcome

School teachers and 50 surveyed visitors will report presentations are rated good or better quality.

Indicator: Post program survey completed by teachers and random visitor surveys.

Target: Teachers and randomly surveyed participants will rate presentations as good or better.

Target Value: 40

Instruments: Post program survey

PM Statement: Forty teachers and surveyed visitors will rate the Diamondback Terrapin Conservation presentation as good or better through the use of post program surveys.

Prev. Yrs. Data

Result: End Outcome

50 Students and visitors will have increased awareness of Diamondback Terrapin Conservation after attending center programs.

Indicator: Students and visitors with increased awareness.

Target: Students and visitors will successfully answer 4 of 6 questions correctly on a post presentation quiz.

Target Value: 40

Instruments: Post presentation survey/quiz

PM Statement: Eighty students, teachers and visiting guests will have increased awareness about Diamondback Terrapin Conservation as indicated by correctly answered 4 of 6 questions on the post presentation quiz or survey.

Prev. Yrs. Data

Service Category: Other Education

Measure Category: Strengthening Communities

Strategy to Achieve Results

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

The GSTC Education Staff offers a multitude of educational programs to the public about sea turtles and turtle biology, conservation and threats that they face. In addition to school groups, group tours, scout programs, and outreach presentations, the Education Staff are responsible for delivering daily programs to the public. Members will be trained in the GSTC Education Curriculum, and then, after time to practice, receive feedback, and gain approval from staff, present education programs to the guests of the GSTC and in other public venues.

Results

Result: Output

After being trained and evaluated, five education members will present 1000 educational programs throughout the 2010-2011 program year.

Indicator: Daily education program schedule and attendance list.

Target: Five education members will present 1000 education programs throughout the 2010-2011 service year.

Target Value: 1000

Instruments: Daily education program schedule and attendance list.

PM Statement: The five education members will be trained and evaluated in the GSTC Education Department Curriculum and will then present 1000 educational programs through the 2010-2011 service year.

Prev. Yrs. Data

Result: Intermediate Outcome

Guests will report increased awareness about GSTC education programs after receiving one.

Indicator: Guests will successfully answer 4 questions correctly out of a 6 question questionnaire

Target: 80 guests will report increased awareness about GSTC initiatives after participating in a GSTC education program

Target Value: 80

Instruments: Daily program list, reservations calendar, program questionnaire

PM Statement: The GSTC education members will be trained in the GSTC educational curriculum. After this they will present 1000 daily education programs to the public and visiting schools. 100 guests will be given the 6 question quiz after participating in a program and of those 80 will successfully answer 4 of 6 questions.

Prev. Yrs. Data

Result: Intermediate Outcome

that is taken after a GSTC educational program

Required Documents

Document Name

Status

Evaluation

Not Applicable

Labor Union Concurrence

Not Applicable