

PART I - FACE SHEET

APPLICATION FOR FEDERAL ASSISTANCE		1. TYPE OF SUBMISSION: Application <input checked="" type="checkbox"/> Non-Construction														
Modified Standard Form 424 (Rev.02/07 to confirm to the Corporation's eGrants System)																
2a. DATE SUBMITTED TO CORPORATION FOR NATIONAL AND COMMUNITY SERVICE (CNCS):	3. DATE RECEIVED BY STATE: 06-JAN-11	STATE APPLICATION IDENTIFIER:														
2b. APPLICATION ID: 11ES123637	4. DATE RECEIVED BY FEDERAL AGENCY:	FEDERAL IDENTIFIER: 10ESHWAA0010001														
5. APPLICATION INFORMATION																
LEGAL NAME: EarthCorps DUNS NUMBER: 860978691 ADDRESS (give street address, city, state, zip code and county): 6310 NE 74th Street Suite 201E Seattle WA 95115 County:	NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes): NAME: Steve Dubiel TELEPHONE NUMBER: (206) 322-9296 201 FAX NUMBER: INTERNET E-MAIL ADDRESS: steve@earthcorps.org															
6. EMPLOYER IDENTIFICATION NUMBER (EIN): 911592071	7. TYPE OF APPLICANT: 7a. Non-Profit 7b. Community-Based Organization Volunteer Management Organization															
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 Fixed Amount Grant (State)	11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT: EarthCorps Corps Program															
12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc): Western Washington, including: Island, King, Pierce, Snohomish Counties Cities of Bellevue, Burien, Everett, Kent, Kirkland, Mercer Island, Redmond, SeaTa	11.b. CNCS PROGRAM INITIATIVE (IF ANY):															
13. PROPOSED PROJECT: START DATE: 01/04/12 END DATE: 12/16/12	14. CONGRESSIONAL DISTRICT OF: a.Applicant <input type="text"/> b.Program <input checked="" type="text" value="WA 007"/>															
15. ESTIMATED FUNDING: Year #: <input checked="" type="text" value="2"/>	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															
<table border="1" style="width: 100%; border-collapse: collapse; font-size: x-small;"> <tr><td style="width: 20%;">a. FEDERAL</td><td style="text-align: right;">\$ 286,000.00</td></tr> <tr><td>b. APPLICANT</td><td style="text-align: right;">\$ 0.00</td></tr> <tr><td>c. STATE</td><td style="text-align: right;">\$ 0.00</td></tr> <tr><td>d. LOCAL</td><td style="text-align: right;">\$ 0.00</td></tr> <tr><td>e. OTHER</td><td style="text-align: right;">\$ 0.00</td></tr> <tr><td>f. PROGRAM INCOME</td><td style="text-align: right;">\$ 0.00</td></tr> <tr><td>g. TOTAL</td><td style="text-align: right;">\$ 286,000.00</td></tr> </table>	a. FEDERAL	\$ 286,000.00	b. APPLICANT	\$ 0.00	c. STATE	\$ 0.00	d. LOCAL	\$ 0.00	e. OTHER	\$ 0.00	f. PROGRAM INCOME	\$ 0.00	g. TOTAL	\$ 286,000.00	17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT? <input type="checkbox"/> YES if "Yes," attach an explanation. <input checked="" type="checkbox"/> NO	
a. FEDERAL	\$ 286,000.00															
b. APPLICANT	\$ 0.00															
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d. LOCAL	\$ 0.00															
e. OTHER	\$ 0.00															
f. PROGRAM INCOME	\$ 0.00															
g. TOTAL	\$ 286,000.00															
18. TO THE BEST OF MY KNOWLEDGE AND BELIEF, ALL DATA IN THIS APPLICATION/PREAPPLICATION ARE TRUE AND CORRECT, THE DOCUMENT HAS BEEN DULY AUTHORIZED BY THE GOVERNING BODY OF THE APPLICANT AND THE APPLICANT WILL COMPLY WITH THE ATTACHED ASSURANCES IF THE ASSISTANCE IS AWARDED.																
a. TYPED NAME OF AUTHORIZED REPRESENTATIVE: Pipo Bui	b. TITLE: Development Director	c. TELEPHONE NUMBER: (206) 322-9296 203														
d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:		e. DATE SIGNED: 04/29/11														

Narratives

Executive Summary

EarthCorps is requesting a continuation of State Competitive Funds for 2012 of the fixed grant amount. With these funds EarthCorps will continue to offer its award winning and internationally recognized programming for corpsmembers to participate in year long training focused on environmental service, and will continue to engage over 12,000 community volunteers on an annual basis.

Rationale and Approach

Compelling Community Need

Washington State's population is growing steadily and becoming more urbanized. Between 1986 and 2002 in King County, there was a 17% increase in urban population, a 65% increase in clear cut forests, a 19% decrease in forest lands, and a 34% drop in grasslands and agriculture. These changes correlate to increasing pressures on ecosystems, with clear impacts for wildlife. In 1908, commercial fishermen recorded a catch of 690,000 Chinook salmon; one hundred years later, the commercial catch is less than one-tenth as large. (The Seattle Foundation: Healthy Community Report, 2006) Puget Sound Chinook and Orcas are listed as endangered species.

Although EarthCorps intends to work throughout western Washington, this program focuses primarily on King County because:

* It is the most populous County in Washington State (accounting for nearly 28% of the State's residents -- US Census Bureau 2008 estimate). It is among the top 15 most populous counties in the United States, with 1.8 million residents. The program stands to serve a large number of people who will benefit from healthier green spaces and the cleaner air, cleaner water, and other ecosystem services that healthy ecosystems provide.

* Many high priority natural resources are located in and around King County. Examples include Lake Washington and Puget Sound salmon runs, the Mountains-to-Sound Greenway, Cedar and Tolt River Watersheds and a network of Olmsted-designed urban parks that have the capacity to contribute

Narratives

substantial ecosystem services and habitat value if properly managed. All of these natural resources are very close to high population centers, so the ecosystem services are notably tangible and visible to the beneficiaries. Unlike many of the state's national parks and forests, these natural areas are mostly located at low-elevation, making them accessible throughout the program year for service activities.

* The county exhibits typical population trends for metropolitan areas nationwide, which include a substantial urban population and an increasingly diverse sub- and ex-urban population. This is an important factor in considering the replicability of the program model.

* Many businesses and colleges are located in King County. From ten years of experience leading volunteers in environmental service projects, we know that corporate, college, high school, youth and religious groups have the highest rates of participation in volunteer projects. They represent an excellent potential to meet the County's environmental stewardship need.

When King County's population boomed between 1990 and 2000, 79% of the growth occurred outside of Seattle. South King County overtook Seattle as the most populous part of the county. (United Way of King County Community Assessment, based on 2006 Claritas data set, the 2000 Decennial Census, 2006 American Community Survey and the Office of the Superintendent of Public Instruction, Washington.) Yet south King County neighborhoods in White Center, SeaTac and Federal Way are barely distinguishable from urban areas in Seattle or Tacoma. In other words, throughout the county, residents are disconnected from Washington State's large and impressive natural areas. Less than 1% of the workforce is employed in farming, fishing or forestry. Fortunately, there is increasing public awareness that compact urban growth can provide a high quality of life, especially when there is good infrastructure available, including local businesses, safe, walkable neighborhoods and urban parks. (The Sightline Institute provides walkability scoring for King County neighborhoods that includes businesses and parks.) Studies have shown that green infrastructure such as urban trees, forests and streams support local economies by increasing real estate and retail value, managing stormwater and benefiting

Narratives

human health. In Seattle alone, the stormwater retention value of urban forests is estimated at more than \$1 billion. According to American Forests, cities need 40% tree cover to provide adequate ecosystem services to the resident population, including stormwater retention, air filtering and shade. Cities in King and Pierce County average 18% tree cover. Existing forest canopy is threatened by tree senescence and invasive plants that prevent new trees from sprouting.

Complicating this problem, high housing prices in Seattle and urban centers push many immigrant and low-income families into more affordable areas. For example, the minority population in Burien, a recently incorporated city south of Seattle near the SeaTac airport, increased from 11% in 1990 to 26% in 2000. One-fifth of children under age five in the City of SeaTac and the nearby unincorporated area of White Center live below poverty level. (US Census data 2000) In the Highline School District, 54% of students qualified for reduced lunch. (WA OSPI 2006-07). Many newly incorporated areas have nascent environmental stewardship structures, with part-time Parks staff and few "Friends of Parks" groups to help steward natural areas, yet they experience increased parks usage due to population growth. Efforts to improve quality of life must take growing population pressure and redistribution patterns into account.

Restoring urban forests to create greener cities is a race against time. Because many of the region's forests were felled for lumber about a century ago, the trees in most population centers in the region are second-growth deciduous trees. Most of these trees have a lifespan of 80-100 years. They are nearing the end of their life, and their demise is hastened by the prevalence of English ivy, a non-native invasive plant that climbs up tree trunks. Left unchecked, ivy grows rapidly in the region's mild climate, weighing down the tree, competing for resources, and creating a "sail" that catches excessive winds and adds more strain to the tree. Worse, when growing vertically, ivy makes berries that are eaten by birds and spread to other areas.

Narratives

Nearly all cities' forests are infested with ivy, so eradicating the problem from one city will only be successful if neighboring cities also tackle their ivy problem. Compounding the problem, ivy and other invasive plants such as Himalayan blackberry and Cherry laurel, blanket the forest floor. These compete for nutrients with existing trees, and prevent new trees from sprouting. Without intervention, cities face the prospect of losing their current trees within the next 20 years, and not having a new generation of trees to take their place. The result will be "ivy deserts" consisting of little else than invasive plants. A thorough inventory of Seattle's forests found that over 70% of the City's forested parklands could disappear within 20 years. This would have serious economic and health impacts. A secondary impact is that invasive plants like ivy provide excellent rat habitat and attract illegal dumping. It's common to find everything from tires to bowling balls, syringes and guns stashed under a blanket of ivy. (EarthCorps has standard procedures in place to ensure that such debris is handled safely and appropriately.)

The task at hand is to re-connect people to nature in ways that benefit their health while decreasing the pressure that is associated with population growth on relatively pristine natural areas, agricultural lands and working forests. One way to do this is to get people directly involved in stewarding natural areas close to their homes. This gets them outdoors, doing exercise, benefiting from nature, while increasing the value of urban and suburban natural areas. Seattle's Department of Parks and Recreation has unveiled a large-scale initiative "Healthy parks, Healthy you" focused on getting people to improve their own health by using the city's many parks. EarthCorps focuses on getting people outdoors to keep the parks healthy too. This effort has been particularly successful in Seattle, where EarthCorps works hand-in-hand with the Green Seattle Partnership between the City and Cascade Land Conservancy. The partners recruit and manage large numbers of environmental volunteers to accomplish the ambitious goal of restoring 2,500 acres of forested parklands by 2025. Other cities, such as Kirkland, Mercer Island, Redmond, and Tacoma are already in the process of emulating this example and smaller cities

Narratives

such as Auburn, Burien, Kent and Shoreline are also beginning to work with EarthCorps to bring more neighborhood volunteers into parks. Such efforts are especially challenging in diverse, low-income (or conversely, high-income) areas where residents are pressed for time and there is no strong environmental ethic.

Description of Activities and Member Roles

EarthCorps' mission is to build global community through local environmental service. We recruit participants from across the United States and 60 countries around the world in order to cultivate cohorts of young leaders who gain a rich global perspective on issues related to environmental service and sustainability. Our approach, community-based environmental restoration, leverages our corps program participants to engage local stakeholders in stewarding their local parks and natural areas. Corps members participate in hands-on environmental restoration projects that tangibly improve habitat. They in turn learn to lead community volunteers drawn from many walks of life: K-12 and college students, teachers, neighbors, corporate employees, retirees and even international delegations. EarthCorps is a recognized leader in volunteer management, with one of the largest hands-on environmental volunteer programs in the country.

Thanks to a 16-year track record of building community partnerships and engaging volunteers in hands-on projects, EarthCorps is well positioned to meet the needs of growing cities to steward their natural areas while building the capacity of their local population to steward those areas over the long term. EarthCorps specializes in habitat restoration in urban and suburban areas. Based on past experience at these sites, some examples of the more than 100 project sites where members will work include popular city parks such as Carkeek, Discovery, and Seward Parks. They will perform invasive plant removal and plantings in sites along major waterways that provide salmon habitat such as the Duwamish, Green, Hylebos, and Sammamish river systems. They will perform estuary restoration along Commencement

Narratives

Bay in the south Puget Sound, remove creosote-soaked logs from beaches in the mid-Sound, and restore native prairies on San Juan Island. They will help build and repair trails at popular recreational destinations such as Snoqualmie Falls, Mt. Rainier National Park, and in wilderness areas in the Mt. Baker-Snoqualmie National Forest. Projects are completed according to best practices of the Society for Ecological Restoration and USFS standards.

EarthCorps staff and partners will equip a team of 22 members to complete hands-on restoration projects such as invasive plant removal, native planting, and salmon habitat restoration. Members will also learn to lead environmental service volunteers. The expected impact is to get at least 100 acres of land into restoration. The long-term impact is to maintain or increase the region's forest canopy. As part of this process, EarthCorps will lead 10,000+ volunteers each year on these projects, raising public awareness and creating a broader stewardship ethic as part of this process.

Because EarthCorps works in a densely populated area with multiple government agencies, staff have experience navigating non-duplication, non-displacement and non-supplementation requirements, as well as ensuring that members comply with rules on prohibited service activities. Rules are included in staff and member handbooks and are reviewed during orientation. Regular check-ins with members and partner agencies allow staff to monitor and detect any potential projects or activities that could violate these requirements.

EarthCorps AmeriCorps members work in coordination with a team of professional EarthCorps environmental restoration staff that includes volunteer managers, scientists, project managers, and educators. As a result, the members receive exceptional access to professional mentors. Members implement hands-on restoration work, engage youth, and lead volunteers under the guidance of this team. In addition, member education is enhanced by EarthCorps' professional staff and outstanding

Narratives

access to highly regarded professionals working in the government, nonprofit, and business communities.

EarthCorps members have the unique opportunity to serve alongside a talented group of emerging international environmental leaders that EarthCorps recruits from around the world each year. These young people bring very diverse perspectives that enrich dialog among members, add to the educational program and broaden members' conception of environmental challenges and solutions that affect communities that are very different from their own. Having international participants in our programs has been very beneficial for our activities with youth and volunteers of diverse backgrounds. Time and again, we learn that people are at first amazed and then inspired when they meet a young man who has traveled from Kenya to help restore a forest in their neighborhood (and doing the same thing in Kenya!), or a young woman from Fiji who is helping them install native plants on their local beach (and working on coral reef preservation at home).

This project is designed to benefit 1.8 million residents in the most populous region of Washington State. Restoring green spaces creates cleaner air, cleaner water and recreational opportunities, all of which impact human health. EarthCorps' work supports comprehensive regional planning and stewardship efforts including the Cascade Agenda, Puget Sound Partnership, Mountains to Sound Greenway, and Green Cities initiatives.

As of January of 2011 we will the begin year one of our "one corps" model through the Fixed-Rate Competitive grant. Continuing to receive funding for 2012 will allow EarthCorps to continue to enhance existing activities in the following ways:

* Work more intensively with area schools and youth groups to enhance the educational components of our current service-learning volunteer activities with youth, and to better align the activities with state

Narratives

learning standards and classroom topics;

* Seek out additional opportunities to team up with veterans and the Veterans Conservation Corps on restoration projects. To date, members of the Veterans Conservation Corps have joined EarthCorps as volunteers. This partnership was highlighted in a recent Seattle Times article focused on programs that engage veterans in service;

* Invest more time into creating community connections and informational activities with area residents close to existing project sites, which will in turn increase local awareness of the projects;

* Plan and implement compelling projects in low-income communities such as those in South Seattle and White Center, or on tribal lands, that cannot afford our services under our current funding model;

* Plan and implement projects that are compelling in terms of habitat or ecosystem services value but lack funding due to current economic constraints. Examples include Puget Sound shoreline and estuarine projects, salmon habitat projects, and monitoring and maintenance projects at current restoration sites.

* Match our program year to the seasonality of environmental restoration work in this area, so that members are fully trained and capable of implementing intensive projects during the especially busy summer season.

* Improve program efficiency by enabling staff to focus on a single program and AmeriCorps funding source. Currently staff time is consumed reporting to multiple AmeriCorps funding sources, providing multiple member orientations (one program starts in September and one starts in February), duplicating education days vs. providing a single education program for all AmeriCorps members, and following multiple AmeriCorps training and reporting schedules that result in duplication and inefficiency.

Measurable Outputs and Outcomes

This program will address the Environment/Clean Energy priority area. The performance measures

Narratives

submitted with this application are "enhancing public lands" and "volunteer recruitment."

For enhancing public lands, the measurable output is completing 150 service projects. EarthCorps tracks this information by completing daily work logs with data fields for the name of the project site, members and volunteers present and hours worked, as well as tasks completed. Staff enter this information into an Access database. The intermediate outcome is that project partners will be satisfied with the work completed by members in terms of eliminating or mitigating a threat to the site so that the project site shows increased ecosystem value. This outcome is measured through a post-project partner survey that assesses satisfaction with the members' work. It also requests information about whether public usage of the project site has increased since the project was completed. The long-term outcome of increasing ecosystem value can be measured through scientific monitoring, for example establishing test plots and assessing before-and-after criteria such as invasive plant density, biodiversity, height of native conifers, plant mortality, movement of stream structures, use of recreational trails and wildlife use of habitat structures. Some project partners are capable of performing such assessments or have relationships with third-party monitoring groups. EarthCorps' ecologists are capable of providing monitoring services or training land managers or corps members to perform this work. Our goal is to participate in at least four projects where scientific monitoring is used. We encourage all project partners to engage EarthCorps in at least three consecutive years on each project site, so that even in the absence of scientific monitoring, we can make informal assessments of such measures as plant survival that indicate medium-term project success. The end outcome we hope to achieve is that ecosystems in King County exhibit enhanced resiliency and ecosystem function. Currently, there is no tool (other than satellite photos to assess tree canopy) that accurately captures ecosystem health on a County or regional scale. However, EarthCorps ecologists provided one of the first maps of habitat value of public lands on a city-wide scale and continue to broaden the scope of their habitat evaluation and mapping efforts.

Narratives

For the volunteer recruitment performance measure, the output is managing 10,000 volunteers, providing 40,000 hours of service. Volunteer numbers and hours served are captured on the daily work logs. Members are taught how to fill out worklogs by "pacing project sites" (measuring and calculating square footage), recording number and type of native plants installed, square feet of invasive plants removed; square feet of mulch applied, linear feet of stream stabilized; number of volunteers (adults and youth) managed and the volunteer service hours. Work sheet information is entered by a staff member into the Access database and is used for reporting to project partners and AmeriCorps. The intermediate outcome is that project partners will be satisfied with how members led the volunteers, how much work volunteers completed and the quality of their work. This is assessed as part of the project partner survey. Another important outcome is that volunteers will be satisfied with the experience. This is assessed through on-site and online volunteer surveys. The long-term outcome is that people will be more knowledgeable about and engaged in their local parks. (At least they will know how to find them!) This should help increase park usage and community stewardship, and eventually strengthen the community through civic engagement. At this point, there are large-scale surveys of participation in volunteering such as the Corporation's "Volunteering in America," but we are not aware of any large-scale surveys that break out volunteering by categories that include environmental volunteering.

Plan for Self-Assessment and Improvement

Systems for self-assessment and continuous program improvement include deep reflection as a model for the service learning education and program design EarthCorps uses, which provides self-assessment and evaluation of programs. Along with reflection and evaluation on a daily basis members get pre- and post-evaluations regarding individual educational outcomes and overall experience. There are also weekly check-ins with corps members and their crew leaders as well as with staff. Corps members are reviewed twice a year formally with written and verbal evaluations from staff. Individual corps members also specify and track goals through staff and crew leader check-ins Specific feedback is gathered during

Narratives

the four program retreats corps members participate in and issues and topics are discussed at quarterly corps member luncheons with the EarthCorps Program Director and Executive Director. Feedback is analyzed at the end of each program year and used to inform the next year's programming. EarthCorps has also used alumni, volunteer and project partner surveys to solicit valuable feedback from stakeholders. In 2007, EarthCorps completed its second peer-review in The Corps Network's Excellence in Corps Operations assessment. In 2008, EarthCorps conducted a strategic planning process that includes stakeholder interviews, member and staff focus groups, staff training in the use of logic models and consensus-building around goals, outputs and outcomes. This plan informs annual operations plans, which define staff and program goals.

Community Involvement

EarthCorps will work with city and county staff, neighborhood councils, and other entities to understand each municipality's restoration needs and priorities. We currently have fee-for-service relationships with 40 federal, state and municipal agencies, ranging from Burien Parks and Recreation to the Mt. Baker-Snoqualmie National Forest staff, the National Oceanic and Atmospheric Administration, as well as the Washington State Recreation and Conservation Office, Washington Department of Ecology, the Port of Seattle, King County Department of Natural Resources, King Conservation District, and tribes such as the Yakama Nation. Neighborhood and Friends-of-Parks groups such as the Friends of Madrona Ravine, Friends of Marymoor Park, Delridge Neighborhood Development Association, Mt. Baker Community Club, Fauntleroy Watershed Council and Thornton Creek Alliance help identify community needs and projects. Other nonprofit organizations and land trusts bring EarthCorps into their projects, often to lead volunteers, amplify their outreach efforts, and expose members of the public to the value of their lands. These include for example, Heron Habitat Helpers, Friends of the Hylebos Wetlands, Vashon-Maury Island Land Trust, Citizens for a Healthy Bay and People for Puget Sound.

Narratives

EarthCorps cultivates long-term relationships with many local and regional groups, and can often tailor specialized service learning units to meet the needs of college courses and alternative spring break sessions, or create a custom team-building event for companies interested in retaining or motivating employees. Offering plug-and-play volunteer events make it easy for groups to work with EarthCorps repeatedly. They also enrich the member experience. EarthCorps maintains active partnerships with more than 100 government agencies, schools, nonprofits, and community organizations.

Relationship to other National and Community Service Programs

EarthCorps collaborates with other national and community service programs by incorporating them into volunteer events. For example, EarthCorps members have worked with other service corps such as City Year, Veterans Conservation Corps, Washington Conservation Corps, YMCA Youth Service Corps and AmeriCorps individual placements, VISTAs at volunteer events such as the Martin Luther King, Jr. Day of Service, and various AmeriCorps groups during the WA State AmeriCorps Launch Service Event. EarthCorps is a longtime member of The Corps Network which represents more than 140 service and conservation corps programs across the US. EarthCorps' executive director is a Corps Network board member.

2012 will mark the second year of EarthCorps consolidating our two previous corps programs under this grant award. This will continue to allow us to streamline our two overlapping programs into a single program year, creating many cost efficiencies, and better aligning the program year with the seasonality of outdoor environmental work.

Potential for Replication

This program design is intended to be replicable for EarthCorps, and potentially for other organizations.

Narratives

We actively share information about program design, including volunteer management, with other conservation corps via our membership in The Corps Network and at AmeriCorps trainings. Staff also present at relevant professional conferences to other nonprofit organizations. We are in the process of creating a national pilot project focused on creating an Estuary Restoration Corps focused on restoring estuarine habitat for Puget Sound, the San Francisco Bay, the Chesapeake Bay and other large estuaries. A grant proposal to form partnerships and create the pilot plan has been submitted to the National Oceanic and Atmospheric Administration in conjunction with Restore America's Estuaries.

With a strong emphasis on training emerging leaders, EarthCorps alumni consistently continue service with other nonprofits and government agencies in Washington State, across the US, and around the world. EarthCorps alumni manage corps programs, volunteer programs, and environmental restoration projects at countless organizations, adapting the skills and knowledge gained at EarthCorps at other organizations.

Organizational Capability

I. Sound Organizational Structure

Ability to provide sound programmatic and fiscal oversight

Founded in 1993, EarthCorps started out as a seasonal summertime experience for young adults from diverse backgrounds, who came together to overcome cultural barriers by planting trees and performing other environmental service projects. Through a pioneering partnership with King County, EarthCorps eventually developed into a full-time conservation corps. Today, EarthCorps recruits participants from across the United States and 60 countries around the world in an intensive environmental service and leadership development experience. EarthCorps staff have extensive knowledge and experience in community-based environmental restoration. In 2009, Seattle Urban Nature, a prominent GIS habitat mapping and monitoring organization, joined forces with EarthCorps, establishing a respected Science arm that provides valuable services to community partners and a wealth of relevant educational

Narratives

resources to corps members.

Cost-effective management, which includes leveraging volunteers to perform appropriate work, is an important ingredient in keeping EarthCorps programs running on-time, on-budget and delivering high quality results. This is a powerful and sustainable model on three levels: 1) personnel -- our mission, reputation and scale of impact helps attract and retain outstanding staff, including young leaders developed via the corps program; 2) funding -- a combination of approximately 75% fee-for-service income in addition to individual, foundation and corporate donations and AmeriCorps funds provides a relatively stable and growing revenue base; 3) meaningful work -- carefully cultivated relationships with dozens of partners allow staff to plan a variety of member work days with visible community impact and educational opportunities for the members. The field work calendar is booked up to six months in advance and the corps program calendar is planned a year in advance.

EarthCorps' 16-year track record attests to the organization's ability to provide sound program and fiscal oversight. Major multi-year funders including REI, the Russell Family Foundation, The Seattle Foundation and Trust for Mutual Understanding express high satisfaction with EarthCorps' program development and use of funds. EarthCorps conducts an independent financial audit each year and maintains regular financial oversight through well thought out systems, financial controls, and an active board finance committee that includes a deep talent pool and knowledge base that covers accounting, finance, risk management, and legal expertise. EarthCorps undertakes a rigorous independent financial audit each year and has consistently received high marks ("unqualified opinion").

As a regionally recognized leader in environmental restoration, volunteer management and corps programming, EarthCorps' expertise is directly applicable to the proposed activity areas.

Narratives

EarthCorps has managed government grants and contracts including \$300,000 contracts with King County and Seattle Public Utilities; \$200,000+ contracts with the City of Bellevue and City of Seattle; a \$150,000 grant, RFP process and sub-contracts with the National Oceanic and Atmospheric Administration's Community-Based Restoration Partnership; and project specific government grants. In-house resources for managing grants include the Executive Director (12 years experience overseeing grant administration); the Program Manager (four years of experience managing AmeriCorps grants and reporting); an Access database and work logs to track field outputs, and two administrative support staff.

EarthCorps has outstanding access to outside expertise that is largely provided on a volunteer or pro bono basis. This includes access to peer experts, law and accounting firms, insurance and risk management experts, nonprofit management expertise, and access to university, nonprofit, and government agency scientists/restoration experts.

Board of Directors, Administrators and Staff

EarthCorps has 21 permanent staff, including a team of project managers who oversee sites and relationships with agency and community partners; a program management team responsible for the development and supervision of corps members; a volunteer management team responsible for recruiting volunteers and implementing volunteer projects. Staff report to five directors in the areas of Programs, Field Operations, Education, Finance and Fund Development. The staff directors report to the Executive Director, who reports to a 20-member Board of Directors. Board members are elected to three-year terms and are nominated from businesses, non-profit organizations, and government agencies in the area. They have expertise in financial, legal, risk-management, marketing, technology and environmental fields. Five or more Board Committees meet monthly and the full Board meets bimonthly.

Narratives

Fiscal oversight is provided monthly or more often as needed by a standing Finance Committee of the Board of Directors. Accounting systems follow the GAAP and support cost allocation. EarthCorps has an Accounting Practices Manual that details procedures for internal controls and has consistently achieved a clean financial audit. An abbreviated audit is published in the Annual Report. The organization has never received enough federal funds to trigger an A-133 audit. EarthCorps is an accredited member of Earth Share of Washington and active member of The Corps Network where we have received strong praise through the Excellence in Corps Operations review process.

The roles of key staff for this program include:

 Programs Director Su Thieda- has more than 20 years experience managing conservation corps programs and oversees all EarthCorps programming and planning;

 Program Manager Jeremy Jones -- supervises member teams, creates program and member development plans, compiles and reports results;

 Corps Program Manager Erin Thomas -- oversees EarthCorps' corps programs and planning, supervises program staff, resolves member issues, and oversees member HR issues;

 Volunteer Program Manager Chris LaPointe -- provides member training in volunteer management;

 Education Director Sharon London -- plans education sessions, supports program staff and project managers in providing on-site education;

 Recruiter Sarah Zerbonne -- recruits members, supports members with HR related issues.

In addition to these staff, EarthCorps' project managers work to plan and integrate members into worthwhile habitat restoration projects. Administrative staff and directors work to secure on-going funding for the program and involve community partners.

Narratives

EarthCorps staff maintain a deep network of community and professional relationships. Staff serve on a variety of boards and commissions including boards of The Corps Network, Volunteer Administrators Network, Seattle Parks Levy Oversight Committee, Earth Share Washington, Facing the Future, InterConnection, Urban Wilderness Project, Mount Baker Community Club, and Environmental Education Association of Washington (candidate), and Washington Community Forestry Council (past). Staff have long-standing relationships with experts in youth and young adult programming, environmental restoration, community building, risk management, cross-cultural understanding, financial management, nonprofit management, human resource management, and other areas relevant to our work.

Plan for Self-Assessment and Improvement

Systems for organizational self-assessment and continuous improvement are a big part of EarthCorps and happen on a regular basis. Organizationally EarthCorps has regular systems in place including: regular check-ins on the staff level, monthly department meetings, and annual staff reviews. Upon staff departing from EarthCorps supervisors also conduct exit interviews. EarthCorps also has a policy and procedure for grievances for all employees. Staff participate in multiple retreats for reflection and evaluation of programs and the organization. In 2007, EarthCorps completed its second peer-review in The Corps Network's Excellence in Corps Operations assessment. In 2008, EarthCorps conducted a strategic planning process that includes stakeholder interviews, member and staff focus groups, staff training in the use of logic models and consensus-building around goals, outputs and outcomes. This plan informs annual operations plans, which define staff and program goals.

Plan for Effective Technical Assistance

EarthCorps has a deep network of technical advisors utilized organizationally and programmatically

Narratives

including, the Non-Profit Insurance Program, which trains EarthCorps staff in a wide range of HR issues and human dynamics. EarthCorps also uses Experiential Consulting and Perspectives of Safety, two independent Seattle based risk management consultants. An Incident Response Training is facilitated for staff by outside facilitators. EarthCorps is a member of Evergreen Safety Council and has an active Physician Advisor. Key program staff attend the AmeriCorps Supervisor's Meetings once a year as well as many other AmeriCorps training workshops and conferences. EarthCorps is an active member of The Corps Network and utilized their technical assistance for My AmeriCorps Portal, education awards, HR related issues, and insurance issues.

EarthCorps also has a budget for professional training and development for individual staff members as well as for the organization.

II. Sound Record of Accomplishment as an Organization

Past accomplishments in similar programs that EarthCorps has run include large-scale habitat restoration and volunteer mobilization, for example our collaboration with American Forests and the Mountains to Sound Greenway, when EarthCorps-managed AmeriCorps members recruited and led hundreds of volunteers planting 200,000 trees in the greenway to mark the year 2000. This pilot project led to the establishment of a permanent volunteer program for the Mountains to Sound Greenway and at EarthCorps, and we ended up installing 226,000 trees, more than 90% of which survive and continue to thrive.

Volunteer generation and Support

Members helped lead many of the 800-1,000 volunteers during Earth Days starting in 2006 at various sites along the Duwamish River, Seattle's main waterway. EarthCorps is a key partner in the 16-group collaboration called Duwamish Alive! that maximizes the impact of Earth Day volunteering. Members

Narratives

are an important part of managing the annual Martin Luther King, Jr. Day of Service in Cheasty Greenspace, once a neglected natural area in south Seattle. They work with other service corps such as City Year, Washington Conservation Corps, and AmeriCorps individual placements at these events. Members have also led volunteer groups of up to 100 people in Federal Way, Kirkland, Mercer Island, Redmond, Tacoma and other cities. Under supervision by members, volunteers met or exceeded productivity targets for each project. EarthCorps has steadily increased the number of volunteers managed since 2000 to the current level of more than 11,000 annually.

In order to support volunteers at our environmental service projects, EarthCorps procures in-kind donations of food and coffee for all volunteer events from Clif Bar, Caffe Appassionato, Mighty-O Donuts and Noah's Bagels. Esurance has contributed thousands of dollars' worth of in-kind graphic design, printing, and give-aways to help recruit and incentivize volunteers. Most of the 800 public service announcements donated to EarthCorps by local Entercom radio stations encourage their listeners to volunteer with EarthCorps.

Organizational and Community Leadership

EarthCorps' volunteer management staff lead in the community by serving on the board of the local Volunteer Administrators Network to share best practices in volunteer management. They also provide training to Seattle's Forest Stewards (volunteers who take on primary responsibility for citizen monitoring and organizing for their local forest), Friends-of-Parks groups, college and community college service-learning students, and other nonprofit organizations in how to plan projects and manage volunteers. EarthCorps is a lead organizer in several local coalitions that put on large community service days, including the Global Youth Service Day group, Duwamish Alive! group, United Way Day of Caring, Green Seattle Day and Climate Action Month.

Narratives

EarthCorps' projects also represent a form of community leadership, especially for pilot programs such as Climate Action Grants, or Maple Leaf Reach, one of the most complex stream restoration projects ever undertaken in Seattle's largest watershed, Thornton Creek. From 2007 to present, EarthCorps has worked with the City of Bellevue to control serious erosion and silting out of Newport Creek. It exposed members to complex in-stream structures, slope stabilization methods, and cutting-edge pulley systems to transport logs weighing up to 400 pounds. It also demonstrated to the City of Bellevue the capacity of a conservation corps to take on large projects, and proved the efficacy of using hand-methods that minimize environmental damage, rather than bulldozers and other large machinery. Over the past two years, both Maple Leaf Reach and Newport Creek experienced very high water flows and floods during large winter storms. Through our agreement to continue to monitor and work on Maple Leaf , members learned about dealing with natural disasters and were happy to find that the installed structures withstood 100-year storms. During this time, EarthCorps helped participate in Seattle Public Utilities' monitoring of fish counts in Thornton Creek, thus getting a look at the bigger picture of wildlife recovery in a substantive stream habitat restoration endeavor. Members completed a small-group project creating restoration planting plans for specified sites along Thornton Creek within a specified budget for plant materials, labor and volunteer management. This gave them an even better understanding of the complexities involved in managing an urban stream using a community-based approach.

III. Success in Securing Community Support

Collaboration

EarthCorps' success is made possible by collaborations with dozens of organizations in all aspects of our program. More than 100 partner NGOs and conservation corps actively help EarthCorps recruit corps member applicants from local communities, communities across the US and around the world. This increases the pool of applicants and diversity of people we reach for member recruitment. A list of some of these organizations is posted on EarthCorps' website. We have more than 40 active agency partners

Narratives

ranging from the City of Seattle to the US Forest Service to Friends of the Hylebos, who collaborate with EarthCorps on fee-for-service projects. This increases the scope of projects we can accomplish, including types of work, habitat setting and educational value of the projects. Our email list of volunteer recruitment partners includes more than 10,000 people who help recruit volunteers at organizations ranging from Boeing and Microsoft to Earth Ministry, South Seattle Community College, Inner City Outings, and Seattle Works. We continue to build this list, especially with contacts at colleges, community colleges, schools, local companies, churches, synagogues, mosques and youth groups. This increases the breadth of people who get engaged in EarthCorps' work and exposes the members to diverse populations who are stakeholders in the projects.

Local and In-Kind Contributions

Some of the in-kind contributions of Clif bars, coffee, donuts and bagels for volunteer events were mentioned above. Other local in-kind contributions include pro bono legal advice (Fenwick&West, Perkins Coie), graphic design (Cassie Helfrich Design, Esurance), PR / marketing (Pathway PR, Resource Media), workshops on ecology for staff and corps, team-building and diversity training, and homestay hosting (for international corps members). The park where EarthCorps is headquartered has donated communal rooms for large events, such as World Nights, where corps members present global issues and information about their ethnic background or current work to members of the public.

Construction companies have provided in-kind services and materials for projects (e.g. bridges, trail materials) and for EarthCorps' office space. These donations have increased in scope and usefulness as EarthCorps has honed in on what we most need. A wish list is now updated on the website, and needs are shared with board members as well as staff.

Wide Range of Stakeholders

EarthCorps recruits Board members from corporate, government and nonprofit sectors, using a skills

Narratives

matrix. Over time, we have targeted Board members with specific legal, financial, management and environmental expertise. To help meet the needs of the organization, we have also recruited non Board member experts to serve on advisory panels and committees, including a Program Committee, a committee to consider growth and a science advisory committee. We hope to be able to start an alumni committee soon to help track and re-engage corps program graduates, as these are key stakeholders in the organization who represent a very wide range of perspectives and backgrounds.

Special Circumstances

EarthCorps is 15 years old. Since 2000, we have run two overlapping corps programs. This continuation grant would allow us to continue to consolidate those two programs, staff and volunteer resources and aligning our programs with the seasonality of need in terms of environmental work. EarthCorps is a unique program because of the presence of international participants alongside AmeriCorps members. The program is aimed at "training the trainers" -- we expect our graduates to go on to lead at other environmental and sustainability organizations. Thus, there is a particularly high focus on education, management, cross-cultural competency, and community leadership.

Budget/Cost Effectiveness

Corporation Cost Per Member

EarthCorps has a long-standing reputation as a highly cost-effective organization thanks to the scale of accomplishments our members and staff attain on an annual basis. Due to the investment in recruitment, training and motivation of members, we consistently deliver very large field outputs while impressing our agency and community partners with the quality and professionalism of our work. In 2008, we installed 70,000 plants, saved 4,400 mature trees, maintained 25 miles of trail and put 150 acres of land into restoration. Leveraging members to lead volunteers allows EarthCorps to scale up to lead more than 10,000 volunteers each year. We leverage the AmeriCorps members to recruit emerging young leaders from other countries who serve alongside the American members for six months. In all,

Narratives

we provide 100,000 hours of service annually to the residents of Washington State, with fewer than 30 Corporation-funded members. We feel this provides excellent value and ROI for the Corporation.

Deeper impact, Broader Reach -- This funding will allow EarthCorps to deepen our impact and broaden our reach, especially into resource-poor communities, with target populations such as youth, veterans and tribes, and to complete critical environmental projects, including pilot projects and maintenance/monitoring projects. By consolidating different corps member funding mechanisms under one program, and creating a single unified program year instead of EarthCorps' current overlapping model, staff can streamline cost-intensive operations such as orientations, skills trainings, education workshops, retreats, evaluations, and reporting. This administrative cost savings will free up staff time to devote to community outreach -- an essential step in creating projects with new communities and difficult-to-reach groups. For example, there is community demand to increase the scope of our work with K-12 youth, with poor communities in South Seattle and unincorporated King County, with resource-poor communities, ethnic and immigrant organizations, and with native American tribes in Yakima and on the Olympic Peninsula. We currently have a short "wait-list" of already-developed priority projects in these communities that are awaiting adequate funding. Having fully-funded corps member positions is the key to moving ahead with this project list.

In terms of systemic environmental impact, having fully-funded members will allow EarthCorps to better integrate with state-wide efforts to restore Puget Sound. Groups like People for Puget Sound, Ducks Unlimited, Skagit Land Trust and others would like to get EarthCorps crews leading volunteers at their shoreline and estuary projects. Having fully-funded members would allow us involve them in compelling projects like shoreline volunteer management. Our capacity and experience leading volunteers could make a big difference in bolstering enthusiasm and the number of people engaged in restoring one of the region's most important natural resources.

Narratives

Diverse Non-Federal Support

EarthCorps has a strong track record of securing and sustaining diversified funding sources. As an organization, we leverage Corporation funds with local government and private funding as well as extensive use of volunteer and pro bono resources.

EarthCorps has an established and growing network of more than 50 fee-for-service project funders that includes Washington State (e.g., Washington Department of Natural Resources), County (e.g., King County), local government (e.g., City of Bellevue, Seattle Public Utilities, and City of Shoreline), and nonprofits (e.g., Cascade Land Conservancy, People for Puget Sound, and Heron Habitat Helpers). These funders help cover project costs including professional field staff (project managers, ecologists, and volunteer managers) who cultivate and sustain high quality professional partnerships; transportation/travel costs including a fleet of vans to transport members to project sites; project supplies including native plants and other materials; and tools and equipment for members and volunteers.

EarthCorps leverages fee-for-service and government grant funding with private funds from individuals, foundations (including family foundations, local foundations, and several national foundations), and corporate partnerships (including long-standing partnerships with REI and Boeing). EarthCorps staff includes a Development Director, Development Manager, Executive Director, and others who keep our supporters up to date through electronic updates, printed materials, and special events.

EarthCorps hosts a series of signature events- MLK Weekend (January), Earth Month (April), Summer of Service (June-August), Washington State AmeriCorps Launch Service Event (October), and Climate Action Month (October-November) that increase awareness about EarthCorps; provide visibility to our

Narratives

supporters on signature event posters, websites, and other materials; promote volunteer engagement; and provide opportunities for supporters to see EarthCorps in action. In tandem with these events, the organization hosts regular fundraising events that include a "Leadership Lunch" fundraiser in February, a Saturday evening auction/fundraiser in October, and periodic house parties and other fundraising activities.

EarthCorps' work with 10,000+ volunteers each year creates countless opportunities for individual donors and teams from corporate and other funders to see EarthCorps in action and to connect more closely with our mission. Volunteer opportunities provide leadership opportunities for AmeriCorps members, raise awareness about important environmental issues, and help the organization to sustain and create new funding partnerships. Many corporate and other grant funders learn about our work through volunteer events and sustain close collaborative relationships by engaging employees and families in EarthCorps-led volunteer opportunities.

EarthCorps is often approached to participate in a variety of funding efforts that include gift cards (www.tisbest.org) that support nonprofits; birthday parties that benefit nonprofits (www.echoage.com); and other affinity programs (www.escrip.com). As a member of Earth Share Washington (www.esw.org), EarthCorps receives donations through workplace giving programs. Finally, EarthCorps receives in-kind donations of goods including camping gear (e.g., REI) and food and coffee for volunteer events (e.g., Clif Bar, Caffe Appassionato, and Noah's Bagels) as well as professional services (e.g., legal service from Fenwick & West and design services from Mithun) and 800 in-kind 30-second radio spots on local Entercom stations that include KISW, The End, The Mountain, and The Wolf.

Through a deep network of relationships, EarthCorps is able to secure in-kind speakers and education

Narratives

resources, for example professors from the University of Washington, instructors from the Washington State University Cooperative Extension, scientists from NOAA and EPA, ecologists from respected environmental consulting firms, as well as Board Members who are active in various fields, thus exposing members to nationally respected speakers at no cost. We calculate the total value of contributed volunteer time to be \$700,000 per year.

II. Budget Adequacy

The amount requested is sufficient to cover the cost of each member's stipend and insurance. Other costs associated with the program include:

- * Staff salaries and benefits
- * Member recruitment
- * Training and education, retreats and team-building
- * Evaluation
- * Member Gear
- * Building and office equipment
- * Tools and vans
- * Travel
- * Volunteer recruitment and management infrastructure
- * Project development, planning and materials

We plan to cover the above costs in the following ways. Project development, planning and materials (such as plants, stakes, fabric) are billed to agency partners responsible for the project sites. A portion of the cost of tool and vehicle maintenance and depreciation, fuel and travel costs, administrative costs and office equipment, and supervisory staff is included in our fee-for-service rate to project partners. Likewise, volunteer event planning and recruitment is billed largely to fee-for-service partners for

Narratives

volunteer events at their project sites. EarthCorps has a ten-year track record of successfully billing these costs to projects partners.

Grants, sponsorships and donations cover the remaining costs of member recruitment, training and education, gear, tools and evaluation. We currently raise 25% of the organization's total budget through contributed revenue. Fundraising revenue has held at about \$500,000 per year since 2006, and we expect this trend to continue even through the current economic downturn as we continue to broaden our funder base. Current contributed revenue funders include: American Foundation, Amgen, The Boeing Company, Bristlecone Advisors, Chase, Davis Wright Tremaine, ECHOage, Entercom, ERM Group Foundation, Escrip, Esurance, Fletcher Bay Foundation, Hendrix Foundation, IKEA, Johnson Controls, Mithun, Microsoft, Morningside Foundation, The Mountaineers Foundation, Puget Sound Energy Foundation, PW Grosser, REI, The Russell Family Foundation, The Seattle Foundation, Foundation for Sustainability and Innovation, Trust for Mutual Understanding, US Bank, Wiancko Foundation, Peg & Rick Young Foundation, as well as nearly individual donors, including guests at our annual fundraising gala.

A third important component of budget adequacy is cost control. Staff have been very innovative in keeping costs low, especially in the recent challenging economy. For example, we have found non-profit partners to help host retreats, and we cook and serve our own food at those retreats. We tap into community expertise for education and training, and are able to bring in renowned experts from institutions such as the EPA, NOAA, University of Washington, multiple law firms and other non-profits to provide pro bono education to members and consultation with staff. The Boeing Company funded Executive Nonprofit Leadership Training. The Nonprofit Insurance Pool provided team-building training for staff and corps members free of charge. To help cover travel costs, staff use credit cards associated with an airline miles program and are able to fund at least four trips per year. These include

Narratives

annual attendance at the Corps Forum in Washington DC for professional networking, training, advocacy and informational meetings with elected officials and federal government agencies. Other meetings include the Mountain Alliance of Conservation Corps meeting, National Community Forestry meeting, and National Wilderness Risk Management meeting. Under this grant, staff would attend at least one Corporation-sponsored technical assistance meeting, such as the National Conference on Service and Volunteering. Staff present at and attend Society for Ecological Restoration NW and First Aid/Wilderness First Responder workshops in our region. We have been successful in bringing together groups of nonprofits and individuals to hold some workshops locally, thus saving costs for all participants.

Evaluation Summary or Plan

Under this grant, we plan to use the same process as for other EarthCorps-managed AmeriCorps programs. The success of EarthCorps is in large due to our evaluation process. EarthCorps takes every element of programming and staffing into account to ensure the success of EarthCorps outcomes. The organization uses a logic model process to define outcomes for each program and activity area. A strategic planning process resulted in a strategic plan approved in 2008, which sets out long-term outcomes and guides the process of creating an organization-wide operations plan each year.

Staff Evaluation: the Corps Program Manager supervises and supports program managers who are responsible for the day to day operations of the AmeriCorps program. The program manger is largely responsible for training, evaluation, and program implementation for AmeriCorps members and crew leads. All staff involved in programs meet bi-weekly to discuss issues and upcoming projects. This helps coordinate programming, share feedback and helps staff more quickly become aware of any potential issues.

Member Evaluation: Members are encouraged to reflect on all aspects of the program and give feedback.

Narratives

This happens on a weekly basis at crew meetings and at AllCorps -- a meeting for all staff and corps which includes summaries of each crews activities for the week as well as a general discussion of ideas, issues and "appreciations." After each education day, the Education Director leads reflection and evaluation activities, which provide constructive feedback.

Program Evaluation: Corps members are formally evaluated twice a year by their program manager and twice by their crew leader. AmeriCorps members reflect and evaluate EarthCorps formally four times a year during program retreats. This includes and evaluation of training and education, program events, service projects, and all staff.

Community Volunteer Evaluation: Corps members record volunteer numbers and work output at every volunteer event. Also, volunteers fill out attendance sheets to double check records corps members take. Upon completion of each volunteer event corps members survey community volunteers to assess the impact the event has made. This survey also measures the likelihood of the volunteer participating in a future event.

Project Partner Evaluation: EarthCorps contracts with over 60 project sponsors annually. Sponsors are surveyed upon completion of every project to assess their satisfaction, the increased value of the land, and the estimated increases in usage of the public land by the public.

EarthCorps Organization Evaluation: EarthCorps reports to a Board of Directors and benchmarks progress toward operations plan and strategic plan goals and key performance indicators each year. EarthCorps has completed regular evaluations mandated by the Washington Service Corps and The Corps Network for corps programs. The Corps Network evaluates EarthCorps through its Excellence in Corps Operations (ECO) Review process once every three years. EarthCorps undergoes a financial audit

Narratives

every year.

Amendment Justification

N/A

Clarification Summary

1- 2010 demographics and efforts to ensure diversity in the Corps

In 2010 EarthCorps' Corps Program including AmeriCorps participants and international participants was comprised of:

*33 Females and 15 Males (Female 69% Male 31%);

* AmeriCorps members: 24 Caucasians, two Latinos, and one Pacific Islander.

* International members (countries represented): Cameroon, China, Columbia, Czech Republic, Guatemala, Israel, Kazakhstan, Kenya, Mexico, Mongolia, , Pakistan, Philippines, Russia, Serbia, and Zambia.

EarthCorps has a full time Program Recruiter/Administrator who recruits for our Corps Program. Recruiting a diverse AmeriCorps and International contingent is important to EarthCorps and often a challenge for our AmeriCorps program. We are committed to recruit members who represent other underrepresented groups including young adults who are: poor/working class, first generation immigrants, and/or Jewish/Muslim/other non-Christians. The EarthCorps Recruiter participates in active recruitment such as attending college career/volunteer fairs, and making connections with diverse organizations locally and across the country.

2-Unduplicated volunteer numbers

EarthCorps hosts over 200 volunteer events annually, recruiting more than 10,000 volunteers. We do

Narratives

get repeat volunteers for multiple events. Therefore we report 4,000 unduplicated volunteers. Ensuring unduplicated volunteer numbers is vital and is done with organization and precision. Upon arriving to each event, volunteers are required to sign an attendance sheet. This attendance sheet is counted and checked for any duplicate names -- copies are then sent to the sponsoring agency partner and also filed at EarthCorps. AmeriCorps members with EarthCorps are NOT counted in our volunteer numbers.

3-Member supervision and number/size of crews

The EarthCorps Corps Program starts the year out with only AmeriCorps members and NO internationals. AmeriCorps members are divided in to four crews, each comprised of six to seven people: five corps members and two co-crew leaders. Halfway through the year, EarthCorps brings on the international corps members and integrates them with the AmeriCorps program, increasing our number of crews from four to seven crews, each comprised of six to seven people (half AmeriCorps members and half international members). Each Crew Leader reports to and is supervised by a program manager. The Crew Leader is responsible for the day-to-day implementation of the program and the direct supervision of the corps members. EarthCorps also has a Senior International Program Manager responsible for the recruitment, administration and overall direction of the international program. The Corps Program Manager is responsible for the overall success of the program and the big picture direction and development of the Corps Program. The Corps Program Manager reports to the Director of Programs, who is overseen by the Executive Director.

4-Typical member day

Outline of Typical Field Day (80% of program):

-Circle up and stretches (7:30am)

Narratives

- Meet with project manager to receive orientation to the work site, history of the work site, goals of the work
- Drive to project site
- Work at the project site completing environmental restoration activities: invasive plant removal, native plant installation, erosion control, stream restoration, trail construction, maintenance, etc.
- Lunch
- Work/place-based learning
- Debrief/Reflect on the day-what did you learn, what went well, what was challenging and how does this day relate to your broader learning experience?
- Drive back to EC
- Unload tools/fill out daily paperwork
- Leave (5pm)

Outline of a Typical Education Day (20% of program year)

- Circle up and stretches (8:30am)
 - Orientation to the day's education topics and initial inquiry into topic
 - Guest speakers and professionals come to EarthCorps to share their knowledge and perspective
- Often corps members will go on a field trip to gain more experience with the subject.
- Evaluation and reflection - what did you learn, what changed in your understanding of this topic? What are next steps?
 - Leave (4:30pm)

Outline of Typical Volunteer Event

- Circle up and stretches at 7:30am
- Meet with volunteer project manager for orientation to the day, goals of the day

Narratives

- Drive to volunteer site
- Meet the volunteers, registration/orientation
- Lead volunteers in the work, teach proper work techniques to volunteers, and facilitate team building activities
- Lunch
- Lead volunteers in the work, teach proper work techniques to volunteers, and facilitate team building activities
- Reflection and debrief of the day
- Volunteers leave and corps members load up tools
- Corps members drive back to EarthCorps/unload tools
- Final debrief with corps members
- Corps members leave (5pm)

EarthCorps Education Program Summary

EarthCorps' Education program is supervised by the Education Director and the curriculum aligns with three categories, which are consistent with EarthCorps' goals: Healthy Habitat, Young Leaders, and Strong Community. Education days provide the theory behind the work we do and act as a catalyst for deeper and critical thinking. An example of a Healthy Habitat education day is our Restoration Panel. This year we partnered with the Woodland Park Zoo, National Oceanic and Atmospheric Association, King County, People for Puget Sound, and the Nature Conservancy. Professionals from these partners created a panel discussion where they delved into restoration theory and practice in the Northwest. This not only provided differing perspectives but also gave corps members the opportunity to see and meet professionals working in the environmental sector. The day ended with activities and discussions on global restoration and conservation, including how the Woodland Park Zoo is providing conservation

Narratives

funds and activities to the areas where their animals are from. The day concluded with a reflection activity focused on what they learned, why it matters and what they can do with this knowledge.

5- Member enhancement of volunteers

AmeriCorps members' service enhances the roles of community volunteers in a number of ways. EarthCorps trains corps members in volunteer management and facilitation. Corps members act as the facilitators and leaders of the volunteers. This provides leadership training, community development, and civic engagement training. The volunteers are inspired by EarthCorps members as we encourage members to share their stories with volunteers and inform them about AmeriCorps and EarthCorps. This is also a reciprocal relationship as our corps members are inspired by the community volunteers and their stories. For example, our corps members have created a picture board in the EarthCorps office asking other corps members to write inspiring stories on the board about volunteers. This board is visible for all our members and partners to see for inspiration!

6- Engagement of unmet needs for individuals in Armed Forces

EarthCorps engages members of Armed Forces through volunteer events. In the past EarthCorps has recruited volunteers from the Navy, Veterans Conservation Corps, and the Air Force to participate in environmental service projects. We hold volunteer events on Veterans Day as part of the Mission Serve effort. EarthCorps has also reached out to McChord Air Force Base and Everett Naval Station by participating in events they hold to speak with their employees about EarthCorps programs. We will continue to seek and welcome opportunities to work with veterans.

CLARIFICATIONS 4/29/11

Narratives

Budget

EarthCorps is requesting \$286,000.00 in 2012 to fund 22 FTE AmeriCorps members.

Criminal Background Checks

Criminal history background checks are provided for all staff supported by this grant and FBI checks are provided for AmeriCorps members and staff serving vulnerable populations.

Performance Measures

See performance Measure section of application.

Note: We have kept our Volunteer Recruitment Performance Measure due to this being a primary program at EarthCorps. EarthCorps has a dedicated staff and AmeriCorps team whom recruit and lead volunteers throughout the year, as well as the remaining AmeriCorps members whom lead volunteers every weekend throughout the year.

Continuation Changes

YEAR 2

The only change EarthCorps requests is increasing our member positions from 22 FTE to 24 FTE members. We feel this will allow us to better meet our agency partners' needs.

This change will increase the following targets in our performance measures:

1. Environment/Clean Energy Focus Area: 85 acres of public land improved by restoration (compared to 80 in YEAR 1)
2. Community-Based Volunteer Programs: 4,200 unduplicated community volunteers will be recruited (compared to 4,000 in YEAR 1)

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Narratives

This will increase the 2012 budget request from \$286,000.00 in YEAR 1 to \$312,000.00 in YEAR 2.

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Performance Measures

SAA Characteristics

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

Priority Areas

- Education
Selected for National Measure
- Environmental Stewardship
Selected for National Measure
- Economic Opportunity
Selected for National Measure
- Healthy Futures
Selected for National Measure
- Veterans and Military Families
Selected for National Measure
- Other
Selected for National Measure

Grand Total of all MSYs entered for all Priority Areas 22

Service Categories

- At-risk Ecosystems Improvement Primary Secondary
- Community-Based Volunteer Programs Primary Secondary

Volunteer Recruitment

Service Category: Community-Based Volunteer Programs

Measure Category: Not Applicable

Strategy to Achieve Results

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

EarthCorps has a professional staff running a full-time volunteer program all year. Volunteers projects are prioritized by project sponsors and volunteers are recruited and led in meaningful service by EarthCorps staff and AmeriCorps members every weekend throughout the year. EarthCorps has refined best management practices and is a well respected volunteer organization in the community.

Result: Output

4000 community volunteers will be recruited and led in meaningful environmental service by 22

AmeriCorps members and EarthCorps staff.

Indicator: community volunteers recruited

Target: 4000 unduplicated community volunteers will be recruited

Target Value: 4000

Instruments: EarthCorps' website provides information, driving directions, and registration information for every event. Every volunteer event has a attendance sheet which volunteers are required to sign with their name, address, and date of birth or license number. EarthCorps utilizes a Work Log reporting system that has been systematically improved over the years. Each crew submits a daily work log that contains many details including project size (or length of trail), tasks completed, # of people

Result: Output

and hours worked, whether the site is new or an ongoing stewardship site, and volunteers.

PM Statement: 4000 community volunteers will be recruited and led in meaningful environmental service by 22 AmeriCorps members and EarthCorps staff.

Prev. Yrs. Data

Result: Intermediate Outcome

Community volunteers will increase their awareness of environmental issues in the Puget Sound region and will be more likely to volunteer again with EarthCorps or another volunteer agency.

Indicator: adult beneficiaries

Target: 85% of community volunteers surveyed will show an increased awareness of environmental issues in the Puget Sound region and show an increased likelihood of volunteering again with EarthCorps or another volunteer agency.

Target Value: 85%

Instruments: EarthCorps Volunteer Survey
Volunteers are given this survey upon completion of service event.

PM Statement: 85% of community volunteers will increase their awareness of environmental issues in the Puget Sound region and will be more likely to volunteer again with EarthCorps or another volunteer agency.

Prev. Yrs. Data

Result: End Outcome

Community volunteers will increase their awareness of environmental issues in the Puget Sound region and will be more likely to volunteer again with EarthCorps or another volunteer agency.

Indicator: adult beneficiaries

Target: 85% of community volunteers surveyed will show an increased awareness of environmental issues in the Puget Sound region and show an increased likelihood of volunteering again with EarthCorps or another volunteer agency.

Target Value: 85%

Instruments: EarthCorps Volunteer Survey
Volunteers are given this survey upon completion of service event.

PM Statement: 85% of community volunteers will increase their awareness of environmental issues in the Puget Sound region and will be more likely to volunteer again with EarthCorps or another volunteer agency.

Prev. Yrs. Data

National Performance Measures

Priority Area: Environmental Stewardship

Performance Measure Title: EN4: Parks, Trails, Rivers Cleaned, Improved, or Created

Service Category: At-risk Ecosystems Improvement

Strategy to Achieve Results

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

EarthCorps will perform environmental conservation and restoration activities for critical public lands in order to improve the health of public land and improve safety and access for public users. 22 AmeriCorps members, youth participants, and volunteers will complete a variety of service projects identified by public agencies and community organizations as critical. EarthCorps staff and project partners will plan and oversee implementation of projects collaboratively.

Members' roles will include:

- a. Habitat Improvement and Restoration
- b. Public Facilities Maintenance and Construction
- c. Natural Resource Access Improvement and Creation
- d. Natural Resource Data Collection/Surveys

Result: Intermediate Outcome

Result.

Public lands will have improved health and have increased safety and access for public users as reported by project sponsors.

Indicator: 85% of project sponsors (land managers) will report an increase in improved public

Target : 85% (34 out of 40) of project sponsors will report an increase.

Target Value: 34

Instruments: Post-Project Sponsor Evaluation

Project Sponsors will use this evaluation to report if EarthCorps successfully met the prescribed management goals of the specific projects, which indicates an increase in health on public lands and an increase in safety and access for public users.

PM Statement: 85% (34 out of 40) of project sponsors will report public lands will have an improved health and have an increased safety and access for public users.

National Performance Measures

Result.

land and an increase in safety and access for public users due to the environmental

National Performance Measures

Result.

service AmeriCorps members and community and youth volunteers have completed.

Result: Output

Result.

22 AmeriCorps members, youth participants, and community volunteers will implement service projects to improve 80 acres of public lands.

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

Target : 80 acres of public land improved by restoration and conservation.

Target Value: 80

Instruments: EarthCorps utilizes a Work Log reporting system that has been systematically improved over the years. Each crew submits a daily work log that contains many details including project size (or length of trail), tasks completed, # of people and hours worked, whether the site is new or an ongoing stewardship site, and volunteers. This data is reviewed by EarthCorps project managers for accuracy and entered by a designated staff person into an ACCESS database that allows us to track project sites by different variables or data fields. Through this database, we are able to ensure that a project site is not double counted and track our overall progress. Most project sites are measured in square feet (then converted to acres). Most sites are tracked by GPS coordinates and mapping.

PM Statement: 22 AmeriCorps members, youth participants, and community volunteers will implement service projects to restore and improve 80 acres of public lands by installing native plants and trees, removing invasive plant species, maintaining and creating trails and therefore improving health of public lands and increasing safety and access for public users.

Required Documents

Document Name

Status

Evaluation

Already on File at CNCS

Labor Union Concurrence

Not Applicable