

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): 01/21/11	3. DATE RECEIVED BY STATE:	STATE APPLICATION IDENTIFIER:														
2b. APPLICATION ID: 11ED125347	4. DATE RECEIVED BY FEDERAL AGENCY: 01/21/11	FEDERAL IDENTIFIER: 10EDHNN001														
5. APPLICATION INFORMATION																
LEGAL NAME: Student Conservation Association, Inc. DUNS NUMBER: 040245227 ADDRESS (give street address, city, state, zip code and county): P.O. Box 550 689 River Road Charlestown NH 03603 - 4171 County: Sullivan	NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes): NAME: Kate Hagner TELEPHONE NUMBER: (603) 543-1700 133 FAX NUMBER: INTERNET E-MAIL ADDRESS: khagner@thesca.org															
6. EMPLOYER IDENTIFICATION NUMBER (EIN): 910880684	7. TYPE OF APPLICANT: 7a. Non-Profit 7b. Service/Civic Organization National Non-Profit (Multi-State)															
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	11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT: SCA AmeriCorps															
12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc): The Student Conservation Association's AmeriCorps EAP members will serve in rural areas and urban green spaces, in national, state, and local parks, coastal and marine areas, and other public lands all 50 states plus the District of Columbia: AL,	11.b. CNCS PROGRAM INITIATIVE (IF ANY):															
13. PROPOSED PROJECT: START DATE: 06/18/10 END DATE: 06/17/13	14. CONGRESSIONAL DISTRICT OF: a.Applicant <input type="text" value="NH 002"/> b.Program <input type="text"/>															
15. ESTIMATED FUNDING: Year #: <input 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;">\$ 395,976.00</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;">\$ 395,976.00</td> </tr> </table>	a. FEDERAL	\$ 395,976.00	b. APPLICANT	\$ 0.00	c. STATE	\$ 0.00	d. LOCAL	\$ 0.00	e. OTHER	\$ 0.00	f. PROGRAM INCOME	\$ 0.00	g. TOTAL	\$ 395,976.00	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	\$ 395,976.00															
b. APPLICANT	\$ 0.00															
c. STATE	\$ 0.00															
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e. OTHER	\$ 0.00															
f. PROGRAM INCOME	\$ 0.00															
g. TOTAL	\$ 395,976.00															
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: Kate Hagner	b. TITLE:	c. TELEPHONE NUMBER: (603) 543-1700 133														
d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:		e. DATE SIGNED: 01/21/11														

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Executive Summary

The Student Conservation Association (SCA)'s mission is to build the next generation of conservation leaders and inspire lifelong stewardship of our environment and communities by engaging young people in hands-on service to the land. The requested funds for the SCA AmeriCorps Education Award Program will engage members in restoration and protection work projects as well as training and practical experience that will help them become the next generation of resource management leaders.

Rationale and Approach

The Student Conservation Association's (SCA) mission is to build the next generation of conservation leaders and inspire lifelong stewardship of our environment and communities by engaging young people in hands-on service to the land. SCA requests renewed support of the Corporation for National and Community Service for its successful SCA AmeriCorps Education Award Program, an innovative model that engages AmeriCorps members as Conservation Interns who provide critical conservation service to land managers in exchange for the training, education, and practical experience that will help them become the next generation of resource management leaders.

Compelling Community Need

Our nation's land and water, fish and wildlife, cultural heritage and tribal resources face increasing threats:

--Wildfires burned a record 9 million acres in 2006 and again in 2007;

--Development continues to swallow an area the size of Connecticut each year;

--Rising sea levels have eliminated thousands of acres of wetland habitat the Chesapeake Bay's Blackwater National --Wildlife Refuge; and

--Record high ozone levels at Joshua Tree National Park are encouraging the growth of exotic grasses that encroach on the park's unique trees.

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In the face of these threats, our natural resources are a key element of the solution. These resources have the capacity to generate clean energy, store carbon, and act as buffers against changing climate. A recent study by the U.S. Geological Society found that plants and soil in the lower 48 states store an amount of carbon that equals 50 years worth of U.S. carbon dioxide emissions. Our forests alone soak up 12 percent of the carbon dioxide our nation emits each year, and provide 53 percent of our country's runoff for drinking water.

In order for our natural resources to continue to provide these critical benefits to our communities, the nation's national, state, and local parks, coastal and marine areas, and other public land management agencies need to strengthen the resiliency of our nation's lands and waterways. To reach these goals, land managers nationwide have the following needs:

- To collect the data that will become land management strategies;
- To implement these strategies;
- To educate visitors to minimize their impact on natural resources; and
- To develop a new generation of conservation professionals with the skills and service ethic to continue to address these needs.

SCA's evaluative data demonstrates that our land management service partners cannot complete critical protection and restoration work without the service of SCA AmeriCorps members. During the 2009 program year 97% of service partners reported that SCA's AmeriCorps members significantly affected their overall operation. Partners said that they could not have completed necessary projects without the service of SCA AmeriCorps members:

- "This internship helped enable the park to reach more visitors through additional program offerings, contributing to the total increase of approximately 75% in visitors attending interpretive programs over

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the previous year."

--"As a result of this project, we were for the first time ever able to systematically survey and remove non-native, invasive species."

Description of Activities and Member Roles

The SCA AmeriCorps Education Award Program requests \$489,072 to mobilize 611.34 MSY for 110 full-time, 245 half-time, 1280 quarter-time, and 190 minimum-time, or a total of 1,825 AmeriCorps members, who will combat the effects of climate change, preserve ecosystems, and learn to be tomorrow's conservation leaders.

The SCA AmeriCorps EAP will administer the program centrally from its Charlestown, NH, headquarters and place members directly with national, state, and local parks, coastal and marine areas, and other public land management service partners in rural areas and urban green spaces all fifty states. Members will serve in a full-time capacity for terms of service that will range in length from 8 to 52 weeks with rolling start dates. Approximately two-thirds of members will serve in minimum- or quarter-time positions for the warm summer months.

Members will complete restoration and protection work projects, gather vital baseline data that will enable future research and protection efforts, and educate visitors about natural and cultural resources. The duties and training for each Conservation Internship will be developed by the community-based service partner in conjunction with SCA staff.

Land management professionals will provide on-site skills-based training, day-to-day supervision, and mentorship as part of each Conservation Internship. Unlike a staff or volunteer role, in this internship

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model members accomplish critical conservation service for partners in exchange for the training, education, and practical experience that will help them become the next generation of resource management leaders.

In addition to on-site supervision and training provided by service partners, SCA will provide web-based AmeriCorps orientation and training on national service as well as general internship oversight and compliance checks. Service partners will receive web-based training materials on prohibited activities, and member service duties will be checked for compliance by SCA staff prior to placing a member in a position or accepting any changes to the position. Service partners will comply with a Coordinator Manual, which will outline rules and expectations.

SCA's EAP grant request is a 5% increase in MSY over our current funding levels, and reflects the positive indicators we are seeing in our program compared to YTD 2009 -- increased service partner interest in long-term members (up 28%), sustained high application numbers for two years, and increased interest in AmeriCorps among SCA candidates (up 15%) -- as well as a commitment to 100% enrollment.

SCA's partnership with AmeriCorps is critical to our recruitment of candidates and partners, and each year nearly 90% of all SCA candidates 18 and older choose to apply to serve as AmeriCorps members. The renewed support of the Corporation for National and Community Service will enable SCA to continue to serve more areas and meet more diverse community needs, and put more members on the path to a lifetime of conservation service and community service. Because the Education Award can be used by SCA AmeriCorps alumni to continue their education, the EAP partnership helps put SCA's mission to build the next generation of conservation leaders into practice.

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Measurable Outputs and Outcomes

This program will address the Clean Energy/Environment priority area and will be using the standard performance measures. The EAP will track and report on outputs and intermediate outcomes for the following measures:

1. Output (Standard Measure): Acres of land cleaned or improved.

Intermediate outcomes: Improved health of the land or waterway.

End outcome: Ecosystems resilient to external forces such as wildfire, climate change, and visitor use.

2. Output (Standard Measure): Miles of rivers and trails cleaned or improved, and/or created.

Intermediate outcomes: Improved health of the land or waterway.

End outcome: Ecosystems resilient to external forces such as wildfire, climate change, and visitor use.

3. Output: Members trained in skills needed to improve and restore lands and watersheds.

Intermediate Outcome: Members demonstrate the skills needed to improve and restore lands and watersheds.

End Outcome: Members become citizens with knowledge of clean energy and environmentally-conscious practices.

4. Output: Volunteers mobilized to perform conservation and restoration projects.

SCA will track output and intermediate outcome data through a combination of a web-based member service log system and a web-based partner survey system.

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Plan for Self-Assessment and Improvement

SCA utilizes a comprehensive set of evaluation strategies to monitor and continuously improve the impact of each SCA program and volunteer placement. The program recently completed a program evaluation project, which developed a post-program member survey and a survey for alumni 6-12 months after the program, and collects data on both program quality and progress toward meeting mission. These tools, as well as SCA's partner survey, are used by the EAP for regular assessment. SCA staff read the results of these surveys monthly, and follow-up on issues as needed and records the outcomes in a follow-up tracking tool. An internal evaluation team meets quarterly to analyze common themes in the results, and this team makes annual recommendations for improvements to program.

Community Involvement

SCA has fifty years of experience managing large federal grants with the nation's leading public and private resource management agencies, such as The Nature Conservancy, the National Park Service, and the U.S. Forest Service. SCA's Partnership department and four Regional Directors follow a schedule of regular communications with partner agencies at the both the national and community level and continue conversations with stakeholders throughout the program period.

Each SCA AmeriCorps Conservation Internship is developed by a community-based service partner in conjunction with SCA staff. This process ensures that every position is initiated, planned, executed by the community stakeholders and reflects the needs of constituents. The EAP's parent-to-partner model is unique and innovative, and it empowers the community-based service partner to plan and drive the project outcomes.

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Relationship to other National and Community Service Programs

SCA regularly connects with other national service program as an active participant in ServiceNation, a member of the Voices for National Service Steering Committee, and a partner of the Corps Network. SCA maintains close relationships with State Commissions in New Hampshire, Idaho, Massachusetts, and New York, where SCA runs successful residential AmeriCorps*State programs, and SCA is in conversation with state commissions in Wyoming, Utah, Maine, and Washington about collaborating with Conservation Corps programs in those states.

For the consultation process with the State Commissions, the EAP completed the following with all 50 states:

--November, 2009: SCA sent the initial consultation form suggested by America's Service Commissions.

--December, 2009: SCA sent a follow-up email to states who had not responded to the initial consultation request.

--January, 2010: SCA followed-up remaining states with a phone call.

To date, positive feedback has been received from 72% of state commissions, no response from 26%, and 2% are scheduled for further follow-up.

Potential for Replication

In the 2008 program year the SCA AmeriCorps Education Award Program placed 1,358 members with 468 service partners nationwide, one of few projects operating at this level. Each member serves directly with a service partner to meet the unique need of the individual community, but each placement is also a replication of the SCA AmeriCorps program model for a Conservation Internship. SCA has developed an

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information management system, a position request process, a service partner manual, AmeriCorps member manual, and partner and member communication plans that facilitate this process for replicating the program with new internships. These Best Practice resources may be used by other organizations to replicate their programs.

Organizational Capability

Sound Organizational Structure

Founded in 1957, the SCA has been providing conservation service learning to young people nationwide for over 50 years. Today SCA is the nation's leading non-profit, non-advocacy provider of conservation service opportunities, outdoor skills and leadership training for young women and men. SCA provides opportunities, primarily to high school and college students, locally and nationally through a continuum of seasonal and year-round volunteer opportunities, ranging from two week crews to year-long internships. Over 3,000 SCA members in all of our programs annually provide more than 1.6 million hours of service at over 425 sites throughout the US. Nearly 50,000 alumni around the world continue to practice the ethics and values they first encountered through SCA.

SCA has ongoing agreements with dozens of federal, state, and non-governmental organizations and has been publicly recognized by, among others, the White House, the US Department of the Interior, the National Park Service, and The Wilderness Society for its achievements in conservation and youth development. SCA manages federal agreements with agencies such as the National Park Service, U.S. Forest Service, U.S. Fish and Wildlife Service, Bureau of Indian Affairs, and the U.S. Army Corps of Engineers, as well as with state and municipal partners and non-profit partners such as The Nature Conservancy. Under the guidance of Vision 2010, SCA's Strategic Plan, in the coming years SCA will continue to emphasize the goals of expanding the impact of young people on conservation, advancing a youth conservation movement, and ensuring that SCA is a relevant, resilient, and sustaining

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organization.

SCA has continued to grow, and 2009 was our largest field season yet, with 4,100 members across SCA's many youth programs. For over a decade the SCA AmeriCorps Education Award Program has engaged AmeriCorps members in conservation service, and in the last two 3-year grant periods has increased the number of AmeriCorps members in the program by 37%. SCA also successfully operates three residential programs funded through AmeriCorps*State partnerships -- in New Hampshire at Bear Brook State Park, in the Berkshires of western Massachusetts, and in New York's Hudson Valley and Adirondacks, which are all at or nearing their 10-year anniversaries with AmeriCorps -- and one new residential AmeriCorps*State-funded program in Idaho's Salmon Challis National Forest, now in its second year. AmeriCorps support has been, and continues to be, instrumental in strengthening SCA's and partner organizations' abilities to emphasize youth development and service in programming. SCA's years of experience have refined its ability to provide capable programmatic and financial management and comply with AmeriCorps rules and regulations. The organization has developed well-tested policies and practices for implementing conservation service-learning programs.

Administrative model

The SCA's EAP's administrative model is unique to AmeriCorps programs, with SCA acting as an intermediary in member placements but centralizing all program administration functions. This model, which allows on-site service partner staff to supervise SCA AmeriCorps members as one part of their land management job and ensures consistency in administrative reporting and compliance, has proven successful throughout the history of the program. Once a member is selected into a position, SCA handles the logistics of completing a background check, gathering required documentation and forms for the member file, setting up travel to the site, establishing member housing, processing the

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subsistence allowance, and all other administrative and compliance functions besides the on-site oversight of the member's position.

The responsibilities of each SCA AmeriCorps EAP service partner site are limited to the on-site supervision and position-specific training of each member. Service partners complete a position request for each SCA AmeriCorps member placement, and in each position request the site meets the criteria required by AmeriCorps regulations and establishes that the position matches the SCA AmeriCorps EAP's program model and activities. All sites follow a Coordinator Manual, which they access electronically, and which provides comprehensive training on their responsibilities as a partner site, such as the emergency contact procedure, discrimination and sexual harassment policy, early departures and compelling personal circumstances information, details on prohibited activities, member evaluation requirements, and the expectations of both SCA and the service partner in the member placement. Service partners hosting AmeriCorps members receive additional communication specific to AmeriCorps, including an agreement to comply with AmeriCorps rules and regulations, and follow an AmeriCorps compliance manual.

SCA headquarters follows a defined communication plan with each site, with regular communication beginning with the site submitting their position request for a member placement and continuing until the member has completed the term of service. SCA follows an enhanced site communication plan for new partners. These new sites, who are either requesting the service of a member for the first time or after a lapse of two years or more, receive additional communications, support, and training from a New Partner Team in addition to the regular communications and support that all sites receive.

SCA also recently completed a new web-based site visit survey process, which promotes ongoing quality improvement through program monitoring, collects site visit data that meets organizational needs, and

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facilitates the sharing of this information. The new survey is web-based, allowing for SCA staff members to access the survey electronically, and includes both a pre- and post-visit section, so that staff members who are planning to conduct a site visit can alert other SCA staff and staff members who have completed a site visit can report on the visit's findings. An accompanying curriculum, which trains staff members to conduct through site visits that address cross-departmental needs and sets a standard for what site visits should cover, began training staff members in November, 2009. For each of the last two program years SCA staff have conducted 40 site visits to service partner sites hosting SCA AmeriCorps members.

SCA's service sites report that SCA headquarters is highly responsive and supportive. A 2008 report provided by a CNCS Program Officer after an opportunity visit to a program site, noted the responsiveness of SCA to the site's needs as a program highlight. The site reported quick responses from SCA staff on questions regarding AmeriCorps service, and said that that it feels supported and values its relationship with SCA. SCA's quantitative data supports this positive assessment of SCA's responsiveness to the needs of our service partner sites. In survey data collected for program year 2009, service partners reported a high level of satisfaction with the level of communication and monitoring provided by SCA, with 97% of service partners reporting satisfaction.

Board of Directors, administrators, and staff

SCA is governed by a 30-member Board of Directors, which manages, controls, and administers the affairs of our rapidly growing environmental conservation nonprofit. The Board operates under a committee structure and the standing committees of the Board include: Executive, Audit, Board Governance, Finance and Administration, External Relations, Program Quality and Risk Management. SCA also receives guidance from a National Council of leading figures from the conservation, youth, government, business, and philanthropic fields.

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SCA employs a full time staff of 160 and 40 part-time staff at its Charlestown, NH headquarters and at five regional offices across the country. SCA coordinates and oversees member placements centrally from the Charlestown, NH headquarters. This office houses the organization's management and administrative staff including the Finance, Admissions, and Program Services departments, and these departments provide services and direct support to the Education Award Program. Program specialists oversee specific administrative duties, such as paperwork intake, subsistence allowance payments to members, background checks, file maintenance, and member housing.

Conservation Internship Program Representatives are the primary point of contact for members and for agency partners who supervise members. Program Representatives assist interns with arranging travel to/ from their project sites and training, setting up and handling their bi-weekly living allowance, travel, and education award payments, risk management, 24/7 support, and housing. All changes to a member's position, including service dates and position duties, must be communicated by the site to the Program Representative, who centrally approves and manages all changes and facilitates communication with other program staff to ensure AmeriCorps compliance. These staff members receive annual and ongoing trainings in AmeriCorps policies and procedures, and work closely with the AmeriCorps EAP manager to ensure that member service complies with AmeriCorps rules and regulations.

SCA Risk Management staff ensures that the safety of conservation volunteers is a top priority. Risk Management maintains a 24/7 staffed on-call network which includes medical support. Concern for the intern's well being extends beyond the eight hour work day. An SCA staff member is available to interns after work hours, on weekends and on holidays provides a welcome and necessary layer of support for these young interns.

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The Education Award Program Manager, Kate Hagner, now in her third year in the position, has the primary responsibility for ensuring compliance with AmeriCorps regulations, communicating with CNCS and State Commissions, managing members in the My AmeriCorps portal, fostering AmeriCorps identity, and completing other duties specific to the management of the Education Award Program. Kate has a B.A. from Smith College and a M.A. from the University of Texas at Austin, and she served as an AmeriCorps member with City Year New Hampshire.

Plan for self-assessment or improvement

SCA has a culture of continual self-assessment and improvement from the Board of Director to field staff. The current organizational focus is a prime example. In light of the current economic climate, SCA's Management Team has decided to revisit its strategic plan and discuss the need for possible changes in organization direction. This decision has enormous potential impact on the organization and speaks to SCA's ability to be flexible and resilient, countering and responding to the effects of external factors. At a smaller scale, new systems are always being created and evaluated within the organization to improve SCA's ability to support the programs in the field. Since many of the systems and technical components are in use by SCA programs nationwide, there is continual feedback and, as a result, there are frequent improvements and updates.

SCA uses a Balanced Scorecard to evaluate its annual performance toward the strategic plan. The Balanced Scorecard is divided into 5 standard sections: social impact, financial, constituents, internal processes, and organizational learning and growth. It is used to map out the key strategic themes and objectives of the SCA strategic plan and apply useful measures to each allowing SCA to objectively judge its performance throughout the life of the plan.

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SCA's Risk Management Team prepares a full risk management review at the end of our fiscal year. SCA records incidents in an online database which allows reporting of incidents from any location with internet access. As a result of this data collection and assessment, in the past year SCA has significantly invested in training related to crisis response, victim relations, and defensive driving. In 2010, SCA hopes to improve use of our online systems by all of SCA's programs and to develop more online tools to aid in hazard assessment and program audits.

All service partner sites complete an evaluation after each SCA AmeriCorps member placement, which provides feedback to SCA about communication and support. These evaluations are screened monthly by each site's Program Representative, who responds to immediate concerns as needed. Trends across service partners are identified annually. Each year the Conservation Internships department identifies 1-3 goals for improvement based on site needs, and progress toward these goals is monitored throughout the program year. Program Representatives also lead Regional Teams, staff members from Admissions, Partnership, Program, Finance, and Advancement departments who meet monthly to discuss issues related to sites in the Regional Team's geographic area. These teams work on annual projects related to facilitating cross-site communication and support, which as the recently complete Site Visit Survey project.

Technical Assistance

With administrative functions centralized at SCA headquarters, technical assistance to service partners focuses on the two technical systems that service partners use: the online position request process and the online Coordinator Manual and training materials. The position request process includes a step-by-step guide and training, and SCA staff members from the Admissions, Partnership, and Conservation

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Internships departments provide assistance in the use of these tools to service partners as needed. A New Partner Team that provides additional assistance to service partners supervising SCA members for the first time ensures that assistance is provided to sites partnering with SCA for the first time.

Sound record of accomplishment as an organization

Volunteer Generation and Support

In addition to SCA's Board of Director and National Council, SCA recruits and supports a number of diverse volunteers to increase our organizational capacity. Many of SCA's volunteers serve through its alumni volunteer opportunities: the Alumni Council and the Alumni Ambassador Program. The mission of SCA's recently launched Alumni Council is to be strong conservation leaders and connect to alumni in their own communities by leading service projects and gatherings, be a voice for alumni by providing advice and feedback to SCA, and to actively represent SCA and our conservation ethos. The Council's primary charge will be to maximize the opportunities to engage and re-engage alumni in the work and mission of SCA by engaging alumni in conservation service. SCA's Alumni Ambassador Program also engages alumni as volunteers who distribute posters on campuses, represent SCA at career fairs, contacts SCA applicants to answer questions and tell them about their experience, or take pictures or write stories for the SCA web site or other publications.

Leadership

In 1957 SCA pioneered conservation service learning in the United States, and during that fifty year history SCA has grown into the nation's largest and most-recognized conservation service organization. In 1971 testimony from SCA helped to win Congressional approval for Youth Conservation Corps. A

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decade later, President Ronald Reagan presented the President's Volunteer Action Award to SCA founder Elizabeth Cushman Titus Putnam. Three recent demonstrations of leadership are below.

During its 50th anniversary year, SCA presented the conference EarthVision: Actions for Healthy Planet, a first-of-its kind national youth-in-conservation summit. In April, 2008, in conjunction with the National Park Service, SCA's EarthVision summit brought 500 young people to Washington, DC to participate in discussion, debate, service projects, and problem-solving focused on countering climate change, preserving parks and public lands, and connecting youth to nature. Conference evaluations reported transformative experiences in attendees, with 96% reporting that EarthVision strengthened their conservation ethic.

Last year SCA was honored to host President Barack Obama as he celebrated the signing of the Edward M. Kennedy Serve America Act and the 39th annual Earth Day in a project planting trees at Kenilworth Park and Aquatic Gardens. On this historic day and in its partnerships with federal, state, and municipal agencies and conservation non-governmental organizations, SCA is where national service and conservation come together.

Most recently, SCA became a co-founder of the Public Land Service Coalition, a new effort to create and propel opportunities in youth service, career development and resource management jobs. The Public Lands Service Coalition is an alliance of more than a dozen national, regional and local nonprofit organizations dedicated to promoting youth service jobs and career development on public lands. The Coalition was founded by the SCA, The Corps Network, and the Southwest Conservation Corps; other members include American YouthWorks, Campfire Girls, Coconino Rural Environment Corps, National Parks Conservation Association, Nevada Conservation Corps, Sequoia Community Corps, Utah Conservation Corps, Washington Conservation Corps and YMCA representing millions of young people

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engaged in various types of service each year.

Community Support and Collaboration

SCA's has formed successful partnerships across the nation. In addition to the examples listed above, one recent example is SCA's Mount Rainier Recovery Initiative. In 2008 then-Secretary of the Interior Kempthorne presented a Cooperative Conservation Award to SCA for its partnership and collaboration with Mount Rainier National Park following devastating flood in 2006. The Mount Rainier Recovery Initiative was coordinated by the SCA, along with the National Park Service and a coalition of nonprofit organizations, which included, in addition to SCA and the National Park Service, The Mountaineers, National Parks Conservation Association, Washington Trails Association, and Washington's National Park Fund. The project recruited volunteers, raised public awareness, and enlisted the help of the local business community. During the summer of 2007, more than 700 people worked on more than 100 recovery projects. The award said that SCA's partnership was responsible for nearly doubling the volunteers at Mount Rainier. Volunteer contributions reduced costs and helped preserve wilderness values by completing work with traditional hand tools instead of power equipment, and more than half the trail work at the park in 2007 was completed by volunteers due to this collaboration.

In May, 2008 SCA hosted its first roundtable with National Park Service (NPS) superintendents and leaders at SCA's National Office in Charlestown, NH. The group included a Superintendent from Theodore Roosevelt National Park who served as an SCA member years ago at the park she supervises today. This roundtable was a valuable opportunity to establish partnerships on NPS Centennial Initiatives, and SCA looks forward to continuing to lead more community collaborations that replicate the model of the successful Mount Rainier Recovery Initiative.

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Community Stakeholders

SCA maintains a diverse portfolio of partnerships with federal, state, and municipal agencies and non-governmental organizations. While SCA has many federal agency partners such as the National Park Service, the U.S. Forest Service, the Bureau of Land Management, U.S. Army Corps of Engineers, and the Fish and Wildlife Service, SCA has fostered relationships with a growing cohort of non-profit partners. Notable recent partnerships with non-profit organizations include:

- Cook Inlet Aquaculture Association, an organization that protects and rehabilitates salmon stocks. AmeriCorps members serving as Fisheries Management Interns are stationed at remote sites in south central Alaska, where they collect data on juvenile salmon;
- Crow's Neck Environmental Education & Conference Center, which uses hands-on, outdoor education activities to create in-depth learning experiences which foster responsible stewardship of Northeast Mississippi's natural and cultural resources. AmeriCorps members serving as Environmental Education Interns present a wide range of environmental education programs to youth in grades K-12; and
- Vashon Maury Island Land Trust, which conserves lands to protect the natural ecosystems and rural character of Washington's Vashon-Maury Island. AmeriCorps members serving as Watershed Restoration Interns complete erosion restoration, invasive species removal, and trail-building projects and coordinate and run the volunteer events that are critical to the habitat's protection.

In 2009, 99.6% of service partners reported that they would partner with SCA again, a testament to the support of these community stakeholders. Partners said that what they most valued about the program was the motivation and enthusiasm of our members (74%) and mentoring tomorrow's conservation leaders (70%). As one partner expressed, "SCA interns provide educated individuals with a desire to work in this arena, and they tend to be very flexible in dealing with the park's fluctuations in

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operations." Agreed another, "I often refer students to this program. It is a great way for them to get their feet wet and make valuable contacts with mentors. SCA had a significant impact on my own life."

Budget/Cost Effectiveness

The SCA AmeriCorps Education Award Program requests \$489,072 for 611.34 MSY, divided into 110 full-time, 245 half-time, 1280 quarter-time, and 190 minimum-time positions, for a total of 1,825 AmeriCorps members.

Costs associated with each position often include: travel, subsistence allowance, health insurance, workers compensation, uniform, member support and the 24/7 emergency management system, and site monitoring. Total operational costs to support the requested program MSY will total approximately \$12 million.

A combination of fee-for-service revenue and philanthropic support will fund the SCA AmeriCorps Education Award Program's operating costs. The service partner where the SCA AmeriCorps member serves funds a percentage of the cost to support the SCA AmeriCorps member, and SCA supplements placements with dollars leveraged from philanthropic sources. SCA fundraises its portion of the cost from private dollars from individual donors, corporations, and foundations. SCA has continued to diversify its resources, including expanding its non-federal resources, as it has diversified its service partners to include state municipal, local and community organizations, and non-profit organizations.

SCA is the largest youth programs partner of the U.S. Forest Service and Department of Interior bureaus and their only youth programs partner with a national scope. SCA carries out its activities under the terms of national cooperative agreements with the National Park Service, U.S. Fish and Wildlife Service, and U.S. Forest Service, among other agencies. These comprehensive agreements cover all units, offices, facilities or installations of the agency. Each project requested by one of these partners has an individual

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Task Agreement, where the costs are finalized.

SCA has also been successful competing with other youth development, educational, and conservation organizations for funding of a wide array of projects. For example, SCA was selected as partner for the U.S. Fish and Wildlife (FWS) Region 5 to provide Conservation Internships for ethnically, racially, and economically diverse college students with the FWS. In this project SCA provides opportunities for participants from diverse backgrounds to learn about conservation science, management, and communication projects to complement academic learning in the lab and classroom. Most recently SCA has applied for competitive funding from the Five Star and Nature Restoration Trust for threatened and endangered species habitat restoration projects in the Gulf Coast that will focus on birds and turtles.

In the past ten years SCA operating revenue has increased from just over \$10 million in 1999 to \$30.4 million in 2008, which saw SCA's 21st year consecutive year with an operating surplus. In 2008 support and revenue, the most recent year for which complete data is available, program income accounted for 76.6%, foundation and corporate grants for 13.6%, and gifts from individuals for 9.8%. For expenses, 84.7% went to program expenses, 8.4% to general and administrative expenses, and 6.9% to fundraising. SCA's 2008 Annual Report including detailed financial results is available online at <http://www.thesca.org/newsroom/annual-reports>.

In 2009, SCA had more requests for programming and more applications for its positions than ever before in its 50+ year history. Finding the revenue to match these needs in a shrinking economy turned out to be a great challenge. SCA invested considerable amounts of energy and resources in its programs early in the year that were expected to be offset by revenue received before the close of the fiscal year. Working on that premise, the organization continued a decades-long run of mission/member growth and placed a record 4,100 members in the field. It continued to strengthen programming and to play a

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key role in meeting the needs of the communities served. The resulting revenue for the fiscal year, however, fell short of expenditures. Given the volatility of the philanthropic and economic marketplaces, SCA has committed itself to working diligently to ensure an operating surplus in 2010 and beyond.

SCA maintains financial reserves necessary to successfully initiate, equip, manage and operate multiple grant programs within the standard funding and reimbursement cycles of publicly funded contracts, awards and programs. SCA receives funding from many federal agency partners in addition to the Corporation for National and Community Service and has annual A-133 audits. SCA's most recent completed A-133 audit covered the fiscal year ending September 30, 2008 and determined that SCA complied in all material respects with A-133 requirements.

The SCA AmeriCorps Education Award Program is supported by full-time finance, program administration, development, and executive staff whose expertise and support will continue to ensure that the program is both programmatically successful and fiscally sound. SCA finance and program support staff will oversee all payments to interns as well as other costs and supports, such as liability, FICA, and Workers Compensation. These staff members ensure all records are maintained in accordance with federal standards.

Evaluation Summary or Plan

Sent to americorpsnational@cns.gov 1/25/2010 under the subject line "Evaluation Report for SCA EAP - Grant #07EDHNNH001"

Amendment Justification

N/A

Clarification Summary

Budget Clarification:

Budget has been updated to reflect recommended changes. Requested budget has been updated to

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\$395,976 to support 494.97 MSYs and 1377 members. While the request for clarification divided the 495 MSY into 1500 member positions, the SCA Education Award Program is currently seeing a higher proportion of 900-hr and 1700-hr positions. The requested budget reflects this trend and devotes a larger percentage of MSY to 900-hr and 1700-hr positions.

Sustainability:

In order to ensure that the impact of the SCA AmeriCorps Education Award Program is sustainable beyond the presence of federal support, the program requires a series of investments from each community-based service partner that hosts an SCA AmeriCorps member. This framework of partner-driven investments has been designed to ensure that the community has a stake in the maintenance of the project after the presence of federal support. Investments required by each service partner include:

Project planning: The community-based partner determines the specific need to be addressed in that local area and the activities that need to be performed to meet the unique local need;

Project supervision: The partner oversees the project as it is carried out and ensures that the project outcomes align with the need that the partner established in the project-planning stages; and

Cost-sharing: As an Education Award Program grantee receiving a small administrative fee per MSY, the program requires the community-based partner to fund up to 100% of the cost for each AmeriCorps member placement. This funding model ensures that the local partner has a financial stake in the sustainability of the project after the SCA AmeriCorps member has completed the term of service.

Cost/MSY:

The SCA AmeriCorps Education Award Program requests an increase in cost per MSY from the previous year to support the additional investments in tools and processes that the program is making to successfully implement changes under the Serve America Act and build on the program improvements of the last three years. A few of these changes and improvements include:

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Rigorous data collection: As a pilot participant in the Clean Energy/Environment priority area and the national performance measures, the program will be dedicating additional resource to streamlining our data collection methods and tools, including launching our new online service logs system for project reporting.

Robust ongoing evaluation: The program was required to complete a program evaluation as part of this recompetete application, and additional resource will be dedicated to integrating that evaluation into our regular program evaluation processes. An internal working group will be addressing the content of the evaluations, reporting results, and making regular recommendations for improvement.

Bolstered State Commission communication and collaboration: Under the Serve America Act the program will continue to increase the level of ongoing communication with all fifty State Commissions, including implementing a schedule of regular communications to keep commissions informed about member activities in their states and providing more opportunities for members to participate in Commission-sponsored service projects, trainings, conferences and other activities.

Clean Energy/Environment Priority Area:

The MSY chart has been completed to reflect 100% of 494.97 MSYs devoted to the Clean Energy/Environment priority area.

SAA Priority Area/National Performance Measure Pilot:

Under the Clean Energy/Environment priority area the following national performance measures have been added:

Public Lands Improvement (EN4)

Rivers and Trails Improvement and Creation (EN5)

Continuation Changes

Year Two Continuation (January, 2011)

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The SCA AmeriCorps Education Award Program continues to engage AmeriCorps members as Conservation Interns who protect the health of ecosystems through natural and cultural resource conservation and restoration projects in exchange for the training, education, and practical experience that will help them become the next generation of environmental stewardship leaders. We have no changes to the application except for the sections listed below:

Applicant Info and Application Info

The Applicant Info section was not filled out in the current application as the result of some technical issues in our grant reauthorization. These have now been completed. Additionally we added the state abbreviations in the "Areas affected by the program" section. The project period start and end dates were also unfilled as a result of that technical glitch, and we updated those to reflect the full 3-year period, June 18, 1010--June 17, 2013.

Performance Measures

Between the submission of our original grant last January and the performance measures submission process during clarification last spring, our performance measures changed slightly. The original application listed four measures: two national measures (EN 4 and EN 5), plus a member training measure and a volunteer measure. Our updated measures include the two national measures EN4 and EN5 but not the applicant-determined member training or volunteer measures. The EAP will still report the number of volunteers mobilized in the demographics section of our annual grantee progress report, as the program regularly mobilizes over 10,000 community volunteers annually:

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1. Output (EN4): Acres of land cleaned or improved.

Intermediate outcomes: Improved health of the land or waterway.

End outcome: Ecosystems resilient to external forces such as wildfire, climate change, and visitor use.

2. Output (EN5): Miles of rivers and trails cleaned or improved, and/or created.

Intermediate outcomes: Improved health of the land or waterway.

End outcome: Ecosystems resilient to external forces such as wildfire, climate change, and visitor use.

Enrollment

In our most recent Grantee Progress Report for the 2009-2010, the EAP reported filling 94.5% of our available slots. While our fill rate fell slightly short of 100%, this was a large twelve percentage point increase of over our enrollment rate the previous year and reflects our continued commitment to filling all slots. As of January 14, 2011 the EAP had members committed to positions for 38.4% of our available slots for this program year, which puts us on track for a higher rate of enrollment even when compared to the same time last year, when we had members committed to 33% of our slots at this time. We expect to enroll at or near 100% of slots again in our 2010 program year.

Retention

In recent years the SCA EAP has consistently retained nearly all members in the program, with 95.4% of members completing their service in the 2009 program year. Because many members leave service for paid opportunities or schooling in the field of conservation, recently the EAP has also been pursuing some of the retention possibilities of engaging members with service through State Commission opportunities. For example, in both 2010 and 2011 the SCA AmeriCorps EAP has a member represented

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on the Arizona LeaderCorps program. The EAP is continuing to pursue these partnerships as one strategy to continue to engage members with the power of service and increase our retention rate to 100%.

Consultation process

Last year, for our recomplete application, the EAP completed a comprehensive consultation process with all 50 states. This process included an initial contact followed by an email and a phone call to states that didn't respond to the initial request for consultation. During our grant year the EAP followed-up with site details to all states with members in 2010: AK, AR, AZ, CA, CO, CT, DC, FL, GA, HI, ID, IL, IN, KS, KY, MA, MD, ME, MI, MN, MO, MS, MT, NC, ND, NE, NH, NJ, NM, NV, NY, OH, OK, OR, PA, SC, SD, TN, TX, UT, VA, VT, WA, WI, WV, WY. This information was also available at the 2010 AmeriCorps State and National Grantee Meeting, where SCA had a booth available during the commission and multi-state program meet-and-greet session. This year the EAP continued the consultation process by following up again with all 50 states on the progress of our grant and our intent to continue for another year. With the exception of North Carolina, which said that we had missed their deadline for consultation, to date all states that responded to our request for consultation expressed support for the EAP application.

Performance Measures

SAA Characteristics

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

Priority Areas

- | | |
|--|---|
| <input type="checkbox"/> Education | <input type="checkbox"/> Healthy Futures |
| <i>Selected for National Measure</i> <input type="checkbox"/> | <i>Selected for National Measure</i> <input type="checkbox"/> |
| <input checked="" type="checkbox"/> Environmental Stewardship | <input type="checkbox"/> Veterans and Military Families |
| <i>Selected for National Measure</i> <input checked="" type="checkbox"/> | <i>Selected for National Measure</i> <input type="checkbox"/> |
| <input 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 494.98

Service Categories

Environmental Awareness-building and Education

At-risk Ecosystems Improvement

National Performance Measures

Priority Area: Environmental Stewardship

Strategy to Achieve Results

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

Members will complete a variety of conservation and restoration projects that clean and improve public lands, such as removing natural and man-made debris, removing invasive species, rehabilitating or maintaining historic sites and structures, revegetating and reforesting area, and other activities that improve or restore the health of public lands.

Result: Intermediate Outcome

Result.

Partners will report that cleaning and improvement activities met the level of quality required for restoration of the ecosystem under the land management agency's restoration plan. Member activities will be considered satisfactory if ecosystem health/resiliency has increased as a result.

Indicator: Acres for which all items on the assessment are rated satisfactory or higher.

Target : Acres improved by members that rate satisfactory or higher for all items on the evaluation completed by partnering agency staff.

Target Value: 27000

Instruments: Partner survey

PM Statement: At least 90% (27,000) of 30,000 acres of public lands cleaned or improved by members will meet the level of quality required for restoration of the ecosystem under the land management agency's restoration plan.

Result: Output

Result.

National parks, state parks, city parks, county parks, or other public lands will be cleaned or improved.

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

Target : Acres cleaned or improved.

Target Value: 30000

Instruments: Service logs

PM Statement: Members will clean or improve 30,000 acres of national parks, state parks, city parks, county parks, or other public lands.

Priority Area: Environmental Stewardship

Strategy to Achieve Results

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

Members will complete a variety of conservation and restoration projects that clean and improve rivers, waterways, and trails, such as removing natural and man-made debris, removing invasive species, erosion and flooding control, repairing and enhancing existing trails, building new trails, and other activities that improve or restore the health of rivers and trails.

Result: Output

National Performance Measures

Result.

Trails and rivers owned or maintained by national, state, county, or city governments or tribal communities will be cleaned, improved, and/or created.

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

Target : Miles cleaned, improved, and/or created.

Target Value: 5000

Instruments: Service logs

PM Statement: Members will clean, improve, or create 5,000 miles of trails and rivers owned or maintained by national, state, county, or city governments or tribal communities.

Result: Intermediate Outcome

Result.

Partners will report that cleaning and improvement activities met the level of quality required for restoration of the ecosystem under the land management agency's restoration plan. Member activities will be considered satisfactory if ecosystem health/resiliency has increased as a result.

Indicator: Miles for which all items on the assessment are rated satisfactory or higher.

Target : Miles improved by members that rate satisfactory or higher for all items on the evaluation completed by partnering agency staff.

Target Value: 4500

Instruments: Partner survey

PM Statement: At least 90% (4,500) of 5,000 miles of rivers or trails cleaned, improved, or created by members will meet the level of quality required for restoration of the ecosystem under the land management agency's restoration plan.

Required Documents

Document Name

Status

Evaluation

Already on File at CNCS

Labor Union Concurrence

Not Applicable