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Draft, 4/17/95

INFORMATIONAL MEMORANDUM FOR DANIEL R. GLICKMAN, SECRETARY
OF AGRICULTURE

THROUGH: James Lyons
UnderSecretary for Natural Resources and the Environment

FROM: Paul W. Johnson
Chief, Natural Resources Conservation Service

SUBJECT: AmeriCorps Earth Day Activity on the Ellipse

ISSUE:

This is an invitation to attend an AmeriCorps project on the Ellipse in Celebration of the 25th Anniversary of Earth Day. A photo shoot is scheduled for Thursday, April 20th at 2:30 p.m. Vice President Gore may be interested in visiting this AmeriCorps project as well.

DISCUSSION:

With 1200 members, USDA has more AmeriCorps participants than any other federal department. More than half (571) of the USDA's AmeriCorps members are with the Natural Resources Conservation Service.

AmeriCorps workers from Maryland and the District of Columbia are building a Native American Heritage Garden in front of the White House in Celebration of the 25th anniversary of Earth Day. The exhibit, part of the American Indian Earth Day program, will contain indigenous plants from throughout the country.

Visitors to the garden will receive a packet of heirloom seeds and information on the garden's plants, the American Indian heritage of conservation, and current conservation efforts in America. They will be told that they can call 1-800-THE SOIL to receive their free action packet and learn how they can help form a partnership with a healthy land.

Natural Resources Conservation Service Chief Paul Johnson will be at the site Thursday, April 20th at 2:30 along with representatives from our key constituent groups. Johnson, a former Peace Corps volunteer, is a great supporter of AmeriCorps program. Photographers will be available for photo opportunities.

SUMMARY:

The Native American Heritage Garden exhibit sponsored by the Natural Resources Conservation Service and constructed by AmeriCorps members provides a good photo opportunity on Earth Day activities for the media. This is a good opportunity for Vice President Gore to visit an AmeriCorps project.

Projects were divided into three groups for the application. The Rural Development Corps, Flood Recovery Efforts, and the Environmental Corps.

RURAL DEVELOPMENT

State/Area	Positions
Appalachia	30
(AL, GA, VA, TN, WV)	
Mississippi Delta	20
(LA, MS, AR)	
Maine	20
New England	8
(NY, VT)	
Great Lakes	20
(OH, MI)	
South Carolina	20
Minnesota	10
Four Corners	20
(UT, NM, AZ, CO)	
Pacific Northwest	22
(WA, AK)	
California	30
	200

FLOOD RECOVERY

Midwest	138
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ENVIRONMENTAL CORPS

Kansas	20
Oklahoma	20
Texas	20
Atlanta	20
Boston	20
East St. Louis	20
New Jersey	30
Washington, D.C/MD.	30
Portland	20
Chicago	20
	220

RURAL DEVELOPMENT

State/Area

Appalachia

- AL - Multi-Use Project (Facilitate economic development and environmental protection)
- GA - Help rural farm owners gain more usable land from property while controlling erosion along streambanks and hillsides
Water Quality Protection & Scenic Wildlife Habitat Enhancement
- VA - Rural Recreation Development
 - Outreach coordinator;
 - Expanded markets for forestry products
 - Establish a greenway
 - Geographic Information System
- TN - RC&D program; Training in grazing, livestock raising, marketing and improving farm and community land management
 - Environmental & Recycling Education
 - Clinch-Powell Recreation & Tourism
 - Chicksaw-Shiloh Water Quality Project
 - Humphreys County Environmental Education Center
 - Tennessee Creek Watershed Project
- WV - Soils project
 - Integrated Crop Management Project
 - Archaeological Site Exploration

Mississippi Delta

- LA - Non-point Source Pollution Reduction Project
 - Dry Fire Hydrants Project
- MS - Improvement of Rural Water and Wastewater Systems
 - Assist Rural Fire Districts
 - Livestock Waste Treatment & Disposal Project
 - Promote tourism, create new agricultural markets, & develop new uses for wood products
 - Complete development of 3 arboretums
- AR - Floodplain Mgmt Project
 - Public Outreach

Maine

- Water Quality Projects

New England

- VT - Fire Protection Project
- NY - Geographic Information System

Great Lakes

- MI - Farm*A*Syst Program
- OH - Darby Creek Watershed Project

South Carolina

- Water Quality Projects/grassland project

Minnesota

- Agassiz Recreational Trails Development Project

Four Corners (UT, NM, AZ, NV)

- Inventory of Human and Natural Resources

Pacific Northwest

- AK - Resource Planning
- WA - Mid-Columbia Salmon Habitat Restoration Project
- OR - Strategic Planning for Communities

California

- Adopt-a-Watershed Program
- Rural Development Projects
- Fire Recovery

FLOOD RECOVERY

Midwest

Flood Recovery

ENVIRONMENTAL CORPS

Kansas and Oklahoma
Texas
Atlanta
Boston
East St. Louis
New Jersey
Washington, D.C.

Portland
Chicago

Windbreak Restoration
Shoreline Erosion Control
Water Quality Improvement Projects
Environmental Justice
Urban Gardening and Area Beautification
Watershed Projects
Anacostia Restoration, Public Lands
Restoration and Beautification,
Water Quality Projects
Columbia Slough Restoration
Urban gardening, environmental education
Conflict Resolution Seminars

Attachment 2

RURAL DEVELOPMENT

	TOTAL POSITIONS REQUESTED	SCS	FS	RDA	FmHA	
Appalachia	95	30	10	12	0	
Mississippi Delta	75	20	10	14		
New England	45	28				
Great Lakes	20	20				
South Carolina	45	20	2	14	8	
Minnesota	21	10				
Four Corners	70	20	12	9		
Pacific Northwest	70	52				
South Texas Colonias	60			10		
TOTAL	501	200	37	59	8	

ENVIRONMENTAL CORPS

Kansas	20	20				
Oklahoma	20	20				
Texas	20	20				
Atlanta	20	20				
Boston	20	20				
East St. Louis	20	20				
New Jersey	30	30				
Washington, D.C/MD.	40	30				
Portland	20	20				
Chicago	50	20				
San Bernardino NF-CA	66		66			
Six Rivers NF - CA	20		20			
Olympic NF - WA	42		42			
Southern OR/Northern CA	45		45			
Arizona	45		45			
Bienville NF, MS	20		20			
VT & Green MT NF	20		20			
White MT NF	32		32			
TOTAL	550	220	290			

ANTI-HUNGER

	TOTAL POSITIONS REQUESTED	SCS	FS	RDA	FmHA	FNS
VT	50					50
DC	50					50
Milwaukee	50					50
MS Delta	50					50
Los Angeles	50					50
TOTAL	250					250

FLOOD RECOVERY

Midwest	145	138		7		
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Note: The "Total Positions Requested" column is the number of positions requested in the application. This number is high with the expectation that the Corporation will reduce our request.

16 MAY 1994

SUBJECT: Status of AmeriCorps Project

TO: Chief, Soil Conservation Service

The purpose of this memo is to give you an update on the current status of the AmeriCorps Project.

Status of Application: The Department of Agriculture submitted an application to the Corporation for National Service on April 29, 1994. The Soil Conservation Service's proposal was incorporated in the proposal from the Department.

Expected Approval Date: Notification of approval from the National Corporation is tentatively targeted for the end of May. The Corporation has the authority to approve all, part, or none of the projects we submitted. The Corporation also has the authority to negotiate changes in the projects that were submitted.

Start Dates: Recruitment can begin after we are notified that our projects have been approved. Some projects are targeted to start up on June 1, 1994. Primarily these are the projects related to emergency work. Start date for the other projects will be September 1, 1994.

Total Number of Positions: SCS requested approval for a total of approximately 550 positions; with an approximate cost of \$9,656,592. These participants will be working in a total of 32 states plus Washington, D.C. A list of states and number of positions per state is attachment one.

Individual Projects to be Implemented: See attachment two.

Total Projects Submitted: There was a total of 246 projects submitted by the States. In some instances in the application to the National Corporation, projects were combined to form one overall project for a state or an area. These projects were a grass roots effort coming from local residents in conjunction with SCS.

USDA PROPOSAL: Attachment three is an overview of the approximate number of positions requested by the participating USDA agencies.

New Initiative: AmeriCorps offers us an opportunity to focus resources on the grazing land initiatives. If extra participant slots are approved for USDA, SCS has proposed to sponsor some of the participants to implement work on this initiative for FY 95. Our FY 96 proposal will include the grazing land initiative.

Training: The AmeriCorps program is being considered as a pilot for SCS's Distant Learning efforts. The program is well-suited for Distant Learning in that, training must be targeted to the participants who will come to us with a range of experience in natural resources. In order to increase their effectiveness during a ten month period, training must be accessible and site specific.

151

LLOYD E. WRIGHT
Director, Basin and Area
Planning Division

CC:

Diane Gelburd, Acting Deputy Chief for Programs, SCS, Washington, D.C.

Barbara T. Osgood, Acting, Assistant Chief, Northeast, SCS, Washington, D.C.

Gary A. Margheim, Acting Assistant Chief, Midwest, SCS, Washington, D.C.

Eugene E. Andreuccetti, Assistant Chief, West, SCS, Washington, D.C.

P. Dwight Holman, Assistant Chief, South, SCS, Washington, D.C.

Pearlie S. Reed, Deputy Chief, SCS, Washington, D.C.

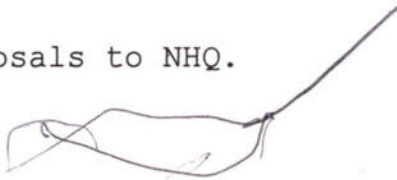
NRCS COMMUNITY SERVICE HOURS

Projects	# of slots authorized start-up	CURRENT AUTHORIZATION	# of positions at end of FIRST QTR	# hours of direct service FIRST QTR	# of positions at end of SECOND QTR	# hours of direct service SECOND QTR	# of FT positions at end of THIRD QTR	# of PT positions at end of THIRD QTR	# hours of direct service THIRD QTR	# of non-AMC volunteers	# of hours by non-AMC members	Total cumulative hours of direct service	Total hours of non-AMC members
Environmental													
Kansas	45	43	43	8,003	38	34866	32	1	16156	420	3390	59,025	3390
Oklahoma	20	20	20	12,150	20	10400	16		8800	10	120	31,350	120
Texas	20	20	19	6990	17	6845	15		7100	0	0	20,935	0
Georgia	20	15	14	6,145	13	6103	14		6463	0	0	18,711	0
Boston	20	20		2230	19	5761	16		5764	47	3595	13,755	3595
New Jersey	30	25	15	2,302	22	13590	19	1	10961	0	0	26,853	0
DC/Beltsville	20	20			12	6804	14		5426	0	0	12,230	0
Chicago	20	20	20	5,220	17	7072	16	2	9,880	2352	5547	22,172	5547
Portland Full-time	10	10	10	1,853	10	6504	10	0	3949	524	3861	12,306	3861
Portland Part-time	10	10	10	985	10	2633		10	1419	0	0	5,037	0
Goldendale, WA	9	9	9	3,520	5	6294	4	2	2731	0	0	12,545	0
South & Cent IL	30	30	30	19,200	26	23921	22	8	9410	15	880	52,531	880
South Dakota	20	19	19	1,676	17	10880	15		10200	8	41	22,756	41
Nebraska	20	19	18	4,630	17	9782	13		9695	0	0	24,107	0
Environmental Total	294	280	227	74904	243	151455	206	24	107954	3376	17434	334,313	17434
Rural Development													
New England													
Maine	20	20	20	9,161	19	9191	18		9153			27,505	0
Vermont	5	5			2	2560	3		1616	125	665	4,176	665
Appalachia													
Tennessee	19	21	20	6194	17	11721	19		10145	113	1154	28,060	1154
Virginia	6	6	4	1030	6	3240	6		2807	120	1775	7,077	1775
West Virginia	5	8	5	3000	5	2560	6		1433	5	200	6,993	200
South Carolina	20	20	20	8,640	20	12160	19		9120	30	1200	29,920	1200
Mississippi Delta													
Mississippi	10	10	10	4,279	10	5633	10		5344	113	2014	15,256	2014
Arkansas	10	10	10	4,640	8	5441	10		5026			15,107	0
Louisiana	7	7	6	3,562	7	3683	5		3235	949	10748	10,480	10748
Great Lakes													
Ohio	6	6	6	2,512	6	1968	6	0	3072	380	828	7,552	828
Michigan	14	15	15	5,960	14	13500	14		2576	0	0	22,036	0
New York	5	5	5	2,717	5	2682	5		2586	7	350	7,985	350
Indiana	0	5	0	0	5	0	5		930	0	0	930	0
Minnesota	20	19	20	6,862	14	11597	14		6215	47	625	24,674	625
Four Corners													
Arizona	7	7	6	1,276	8	6303	6		3317	50	400	10,896	400
CO/NM	8	8	7	1,463	9	5760	9		5632	0	0	12,858	0
Utah	5	5	3	1,008	3	1536	3		1528	40	250	4,072	250
Pacific NW													
OR Grant's Pass	5	5	5	1,931	5	3693	5		2599	216	3953	8,223	3953
Washington	6	5	5	2,000	4	4134	3		1327	0	0	7,461	0
MW Flood States													
Missouri	15	12	12	3,074	12	5968	10	1	5410	23	184	14,452	184
Iowa	26	25	26	6,244	24	14771	24		9660	0	0	30,675	0
Illinois	15	15	15	3,379	8	5120	12		5590	7	240	14,089	240
North Dakota	5	5	4	2,525	4	1780	4		2136	0	0	6,441	0
Wisconsin	8	7	6	2,913	6	3887	6		3262	4	156	10,062	156
California	30	38	25	7,025	31	28340	34		16320			35,365	0
2D Total	277	289	255	91,398	252	167228	256	1	120039	2229	24742	362,345	24742
Grand Total	671	669	482	166302	495	318683	462	25	227993	5605	42176	696658	42176

PHOTOCOPY
PRESERVATION

AmeriCorps Regional Responsibilities

1. Application -Request for proposals

- Notify States of deadline for submission of proposals and acceptable format;
 - Review proposals and objectives - ensure format is correct and objectives acceptable;
 - Select best proposals;
 - Establish cluster sites for Rural Development Team Members;
 - Submit regional AmeriCorps proposals to NHQ.
- 

2. Recruitment/selection

- Review assessment forms to ensure diversity;
 - Ensure that copies of all Enrollment Forms are forwarded to NHQ;
 - Ensure all positions are filled by deadline.
- 

3. Information

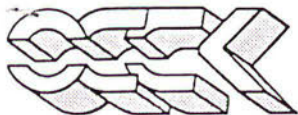
- Maintain accurate and up-to-date list of Project Directors (State Level) and Project managers (local level), including address, phone number and fax number;
- Disseminate information to the States received from NHQ;
- Gather information as required and forward to NHQ.

4. Members

- Keep spread sheet of AmeriCorps Member names, SSAN, work sites, site numbers, and site supervisors;

5. Quarterly Reports

- Collect quarterly reports from each state;
- Compile quarterly reports and forward to NHQ.



occupational center of central kansas, inc.

telephone (913) 827-9383 / fax (913) 823-2015 / p.o. box 1160 / salina, kansas 67402-1160

Paula, Dee: FYI

Corporate Office

1710 W. Schilling Road
Salina, Kansas 67401
(913) 827-9383 (voice/TTY)
(913) 823-2015 (FAX)

220 E. 19th
Concordia, Kansas 66901
(913) 243-1977 (voice/TTY)
(913) 243-4524 (FAX)

501 W. 7th
Beloit, Kansas 67420
(913) 738-5423 (voice/TTY)
(913) 738-3320 (FAX)

The following report on Scott Morris is based on nine hours of observation. Scott did not know that he was the person being observed. I was introduced as an observer that was to watch the team.

Scott presented as appropriately dressed for the job and appeared to be happy in his work. He is a very verbal individual that enjoys talking, even when no one is listening. It was obvious that his co-workers felt he talked to much, as they would make eye contact with one another and smile at each other. His co-workers made no attempt to stop him from talking, they just let him keep rambling. By not intervening and asking him to quiet down they may be unintentionally exasperating the problem. Scott needs to be treated like any other worker, if he talks to much he should be told to quiet down and concentrate on his work.

When given specific instructions on how to complete a job, Scott appears to be able to stay on task as long as there are co-workers near by. When first beginning his day Scott does appear to need a period of time to relearn work skills from the previous day. There is a lack of memory carry over. As a result of this, his work pace is much slower at the start of each day. As the day progresses his work speed picks up. At best he appears to work at 75% of his co-workers speed. One way to help increase his productivity and speed would be to have him complete job tasks that need to be done on a daily basis. This would increase his capacity of memory carry over from the previous day and therefore increase his daily output of work.

When Scott works by himself he tends to work at a much slower pace. There are a couple of reasons for this. The first one has to do with his lack of decision making skills. If he has to make a decision regarding his work, he does not have enough confidence in his decision making skills to make a decision. Because of this he will ask a co-worker, this will cause him to stop working thus decreasing his productivity. The second reason is that he appears to lack the inner motivation necessary to stay on a task. He will essentially turn into his own inner world and forget about his task at hand. I do not feel that this is something that can be successfully job coached. This is something that comes from inside the person.

I do not feel that job coaching would be appropriate in this case, as Scott works fairly well when he is with co-workers or supervisors. If I were to job coach, I am sure he would do a good job while I was there looking over his shoulder. The problem would come in to play after I or

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his co-workers would leave. He would fall back into his old pattern. Inner motivation is not something I would feel comfortable saying that job coaching would be able to overcome.

RECOMMENDATIONS:

1. When Scott's verbal outbursts are annoying to co-workers, have them tell him directly to be quiet and concentrate on his work.
2. Give Scott very specific instructions on how to complete a task. Leave as little gray area as possible.
3. Give Scott job duties that can be completed on a daily basis so that he does not have to relearn everyday. This would help to increase his productivity.
4. Work on some sort of a buddy system so that Scott has a co-worker to keep him on task.
5. Relay to Scott that there is some concern as to him staying on task and it needs to be corrected. I am not sure that he has been told that there is a problem.
6. If all else fails, tell him of the concerns and put him on a probationary period to remedy the situation. Hopefully this will help to motivate him.

EAST (Beltsville, MD) Dianne Gelburd

CT (53-Storrs)....Margo L. Wallace (203-487-4013)
 DE (54-Dover)....Elesa K. Cottrell (302-678-4160)
 MA (55-Amherst)...Cecil B. Currin (413-253-4351)
 MD (56-Annapolis)...Jeri Baro (410-757-0861)
 ME (57-Orono)....David L. Mussulman (207-866-7241)
 NH (58-Durham)....Dawn W. Genes (603-433-0505)
 NJ (59-Somerset)...Gail E. Updegraff (908-246-1205)
 NY (60-Syracuse)...Richard D. Swenson (315-477-6504)
 PA (61-Harrisburg)Janet L. Oertly (717-782-2202)
 RI (62-Warwick)...Anthony T. Dore (401-828-1300)
 VT (64-Winooski)...John C. Titchner (802-951-6795)
 WV (65-Morgantown)Roger L. Bensey, Jr. (304-291-4153)

WEST (Sacramento, CA) Eugene E. Andreucci

AZ (26-Phoenix).....Humberto Hernandez (602-280-8808)
 AK (25-Anchorage).....Steven A. Probst (907-271-2424)
 CA (27-Davis).....Hershel R. Read (916-757-8215)
 HI (29-Honolulu).....Kenneth M. Kaneshiro (808-541-2601)
 ID (30-Boise).....Luana E. Kiger (208-334-1601)
 NV (32-Reno).....William D. Goddard (702-784-5863)
 NM (33-Albuquerque)...Rosendo Trevino, III (505-766-2173)
 OR (34-Portland).....Robert J. Graham (503-326-2751)
 UT (35-Salt Lake City)Phillip J. Nelson (801-524-5051)
 WA (36-Spokane).....Lynn A. Brown (509-353-2337)
 PB (38-Agana,Guam)....Joan Perry (9-011-671-477-5940)

MIDWEST (Madison, WI) Charles Whitmore

IL (40-Champaign).Thomas W. Christenson (217-398-5267)
 IN (41-Indianapolis)Robert L. Eddleman (317-290-3200)
 IA (42-Des Moines)Leroy Brown, Jr. (515-284-6655)
 MI (44-E.Lansing).Carole Jett (517-337-6701)
 MN (45-St.Paul)...William Hunt 612-290-3675)
 MO (46-Columbia)...Russell Mills (314-876-0901)
 OH (49-Columbus)...Lawrence E. Clark (614-469-6962)
 WI (51-Madison)...Patricia Leavenworth (608-264-5577)

SOUTHEAST (Atlanta, GA) Dwight Holman

AL (67-Auburn).....Ronnie D. Murphy (205-887-4535)
 FL (69-Gainesville)T. Niles Glasgow (904-338-9500)
 GA (70-Athens).....Earl Cosby (706-546-2272)
 KY (71-Lexington)...Billy Milliken (606-224-7350)
 MS (73-Jackson)....Holmer L. Wilkes (601-965-5205)
 NC (74-Raleigh)....Richard A. Gallo (919-790-2888)
 PR (76-Hato Rey)...Juan Martinez (809-766-5206)
 SC (77-Columbia)...Mark W. Berkland (803-765-5681)
 TN (78-Nashville)...Jerry S. Lee (615-736-5471)
 VA (63-Richmond)...Margaret D. Doetzer (804-287-1691)

NORTHERN PLAINS (Lincoln, NE) Jeffrey Vonk

CO (28-Denver)....Duane L. Johnson (303-236-2886)
 KS (43-Salina)...James N. Habiger (913-823-4565)
 MT (31-Bozeman)...Richard J. Gooby (406-587-6813)
 NE (47-Lincoln)...Ronald E. Morsland (402-437-5300)
 ND (48-Bismarck).Ronnie L. Clark (701-250-4421)
 SD (50-Huron)....Dean F. Fisher (605-353-1783)
 WY (37-Casper)...Lincoln E. Burton (307-261-5201)

SOUTH CENTRAL (FL Worth, TX) Judy Johnson

AR (68-Little Rock)Thomas H. Wehri (501-324-5445)
 LA (72-Alexandria).Donald W. Gohmert (318-473-7751)
 OK (75-Stillwater).Bobbie Jack Jones (405-742-1200)
 TX (79-Temple).....Harry W. Oneth (817-774-1214)

OPTIONAL FORM 99 (7-90)

FAX TRANSMITTAL

of pages 1

To <i>Joel Berg</i>	From <i>Lee</i>
Dept./Agency	Phone #
Fax #	Fax #

NSN 7540-01-317-7366

5099-101

GENERAL SERVICES ADMINISTRATION

3/31/95



United States
Department of
Agriculture

Soil
Conservation
Service

Natural Resources Conservation Service
John Hanson Business Center
339 Busch's Frontage Road, Suite 301
Annapolis, MD 21401-5534

March 13, 1996

Mr. Joel Berg
Director, National Service
U.S. Department of Agriculture
Ag Box 1301 - Room 536-A
Washington, D.C. 20251

Dear Mr. Berg: *Joel*

The USDA, Natural Resources Conservation Service (NRCS) is sponsoring a "Blizzard and Meltdown Emergency Watershed Protection Demonstration", Friday, March 22, 1996, 9 a.m. to 3 p.m., and "Volunteer Day", Saturday, March 23, 1996, 9 a.m. to 3 p.m. in Barton, Maryland. The event will provide an opportunity to participate in an ecological, cooperative, multi-agency approach to streambank repair and restoration.

I want to personally invite you and your staff to join NRCS; AmeriCorps team members; other cooperating federal, state, and local agencies; and community volunteers who will learn and apply soil bioengineering techniques to repair washed out streambanks. I have attached a flyer and fact sheet describing the event. We will also issue a press release inviting media coverage.

Please R.S.V.P. by noon on Wednesday, March 20, 1996, to Ruth Koch, USDA-NRCS, (410)757-0861, Extension 348.

Sincerely,

JERI L. BERC, Ph.D.
State Conservationist

Enclosures (2)



The Soil Conservation Service
is an agency of the
Department of Agriculture

AN EQUAL OPPORTUNITY EMPLOYER

Blizzard and Meltdown
Emergency Watershed Protection
Demonstration & Volunteer Days



USDA, Natural Resources Conservation Service invites you to join AmeriCorps Team members to learn and apply soil bioengineering techniques to repair washed out streambanks.

Demonstration Day - March 22, 1996
9:00 AM - 3:00 PM

Location: Barton Bible Baptist Church
Barton, MD

Volunteer Day - March 23, 1996
9:00 AM - 3:00 PM

Location: Barton Bible Baptist Church
Barton, MD

Dress for a Mess - wear boots & gloves!
Please bring shovels, mallets, pruning saws
and shears, loppers, etc.



R.S.V.P. by noon, Wednesday, March 20, 1996
to

Ruth Koch, NRCS, Volunteer Coordinator
(410) 757-0861, Ext. 348

or

Allegheny Soil Conservation District
(301) 777-1494
(301) 777-7626

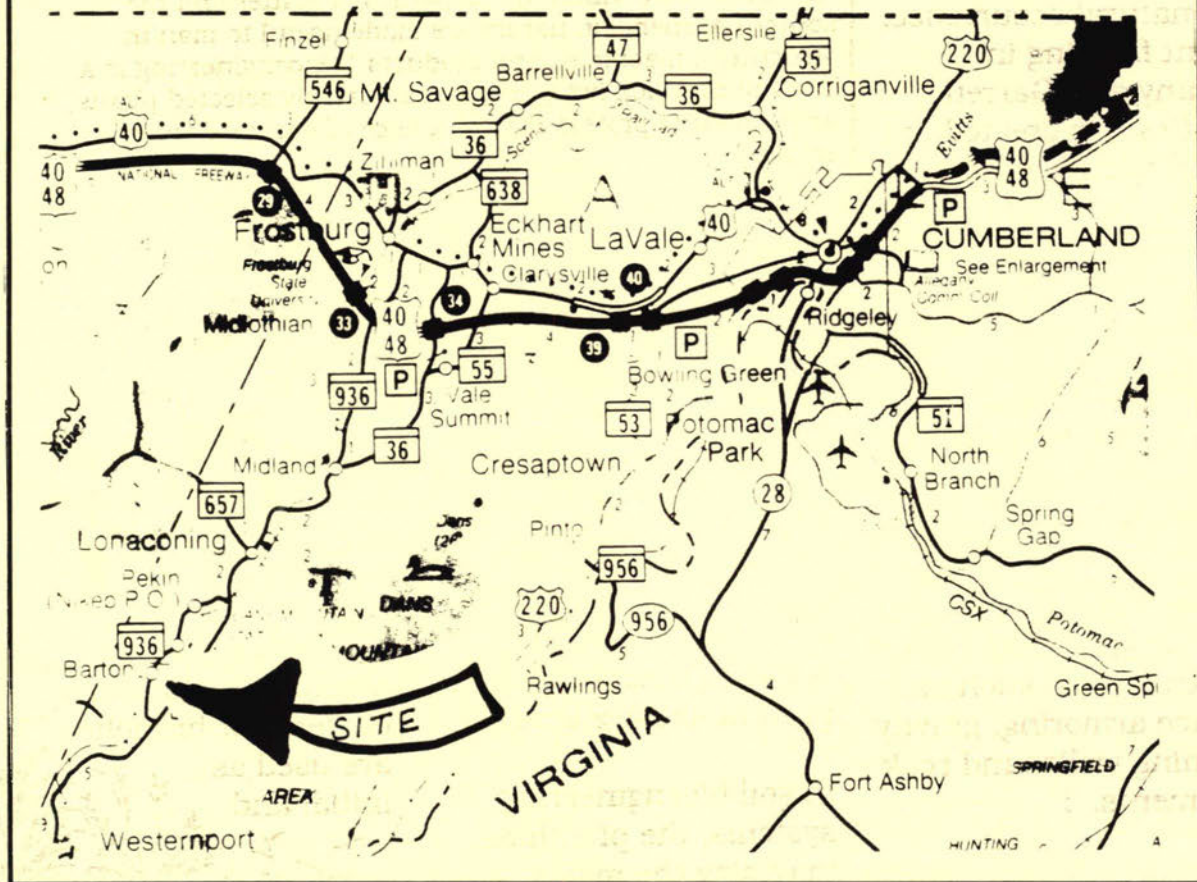
Cooperating Agencies and Organizations

Allegany County Commissioners
Allegany Soil Conservation District
Barton Bible Baptist Church
Garrett County Commissioners
Garrett Soil Conservation District
Maryland Conservation Corps
Maryland Department of Agriculture
Maryland Department of Environment
Maryland Department of Natural Resources
USDA, Natural Resources Conservation Service

Site Location

Directions:

From I-68 near Frostburg, take Route 36 (Exit 34) South. Go approximately 11 miles, then turn right on Route 939 to Barton. Follow the signs to the demonstration and volunteer site at the Barton Bible Baptist Church. Additional signs will direct you to the parking location nearby.



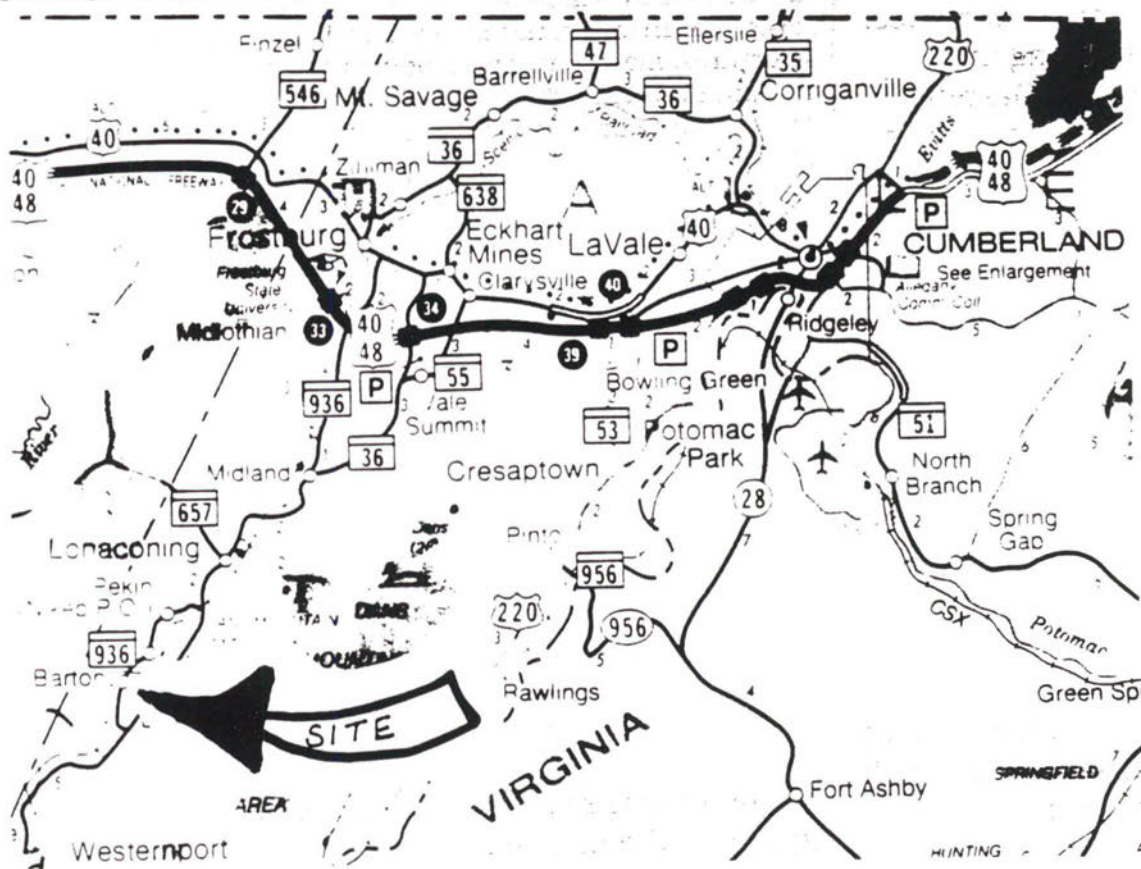
Cooperating Agencies and Organizations

Allegany County Commissioners
Allegany Soil Conservation District
Barton Bible Baptist Church
Garrett County Commissioners
Garrett Soil Conservation District
Maryland Conservation Corps
Maryland Department of Agriculture
Maryland Department of Environment
Maryland Department of Natural Resources
USDA, Natural Resources Conservation Service

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An aerial photograph of a rural landscape. In the upper center, a farm with several blue and white buildings is situated. A dirt road runs horizontally across the middle of the image. Below the road, a stream winds through the landscape, bordered by terraced fields. The fields show distinct patterns of green and brown, suggesting different crops or stages of land management. The overall scene depicts a harmonious integration of agriculture and natural conservation.

United States
Department of
Agriculture

Natural Resources
Conservation Service

**In Partnership
With People and
A Healthy Land**

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SCS

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RURAL DEVELOPMENT CLUSTER SITES

ST	SITE & SITE MANAGER	# OF POSITIONS	OBJECTIVES
AZ	Merlin Berg RC&D Coordinator Little Colorado River Plateau RC&D Area, Inc 51 West Vista Dr., #4 Holbrook AZ 86025 Ph: (602) 259-3287 FAX: (602) 524-6609	5	Objectives in application amendment.
AR	Bruce Leggitt Cental AR RC&D NBA Bldg, Rm 203C 4000 McCain Blvd No Little Rock, AR 72116-8004 Ph: (501) 753-4452 FAX: (501) 758-7052	5	Objectives in application amendment.
	Burr Swan Rm 120 Federal Bldg 614 S. Main Jonesboro, AR 72401 Ph: (501) 972-4725 FAX: (501) 933-9425	5	
CA	Jim Earson Redlands Field Office 1200 Arizona St. Suite A-7 Redlands, CA 92374 Ph: (909) 799-7407 FAX: (909) 798-0752		Objectives in application amendment.
	L. Robert Dean Lancaster Field Office 44811 N. Date Ave, Suite G Lancaster, CA 93534 Ph: (805) 945-2604 FAX: (805) 942-5503		
	Lisa Woo Shanks Petaluma Field Office 1301 Redwood Way, Suite 170 Petaluma, CA 94954 Ph: (707) 794-1242 FAX: (707) 794-1536		

OPTIONAL FORM 98 (7-90)

FAX TRANSMITTAL

of pages 8

To	<i>Joel Berg</i>	From	<i>Lee</i>
Dept./Agency		Phone #	
Fax #		Fax #	

CO	Gary Jennings, RC&D Coordinator San Juan RC&D Council, Inc. 19 Main Ave. Suite 272 Durango, CO 81301 Ph: (303) 259-3287 FAX: (303) 247-3412	5	Objectives in application amendment.
IA	Marty Atkins, EWP Coordinator SCS Emergency Operation Ctr 515 N. Jefferson Indianola, IA 50125 Ph: (515) 961-2328 FAX: (515) 961-4715 Jeff Zimprich Federal Bldg 210 Walnut St STC 693 Des Moines, IA 50309-2180 Ph: (515) 284-4260 FAX: (515) 284-4394 Bruce Trautman 8 South 6th St. STC 23 Council Bluffs, IA 51501-4206 Ph: (712) 328-3168 FAX: (712) 328-3213	26	Objectives in application amendment.
IL	Gary Parker 1902 Fox Drive Champaign, IL 61820 Ph: (217) 398-5267 FAX: (217) 398-5310	6	
KS	Lonnie Schultz 760 South Broadway Salina, KS 67401 Ph: (913) 823-4515 FAX: (913) 823-4540	15	Kenneth Sherraden 760 S. Broadway Salina, KS 67401 Ph: (913) 823-4551 FAX: (913) 823-4540
LA	Danny Clement Capital RC&D Council, Inc P.O. Box 1296 Denham Springs, LA 70727 Ph: (504) 664-5368 FAX: (504) 664-7734 Ellzey Simmons Trailblazer RC&D Council 302 Reynolds Ruston, LA 72170 Ph: (318) 255-3554 FAX: (318) 251-9199		Objectives in application amendment.

Dona Remeides
Northeast Delta RC&D Area
P.O. Box 2610 Front St
Wingsboro, LA 71295
Ph: (318) 435-7328
FAX: (318) 435-7436

Frank E. Wilson, III
USDA - SCS
P.O. Drawer 387
Crowley, LA 70527-0387
Ph: (318) 783-5823
FAX: (318) 783-5608

Donald E. Menard, DC
USDA-SCS
1049 West Summers Drive
P.O. Box 68
Abbeville, LA 70511-0068
Ph: (318) 893-5664
FAX: (318) 893-9225

Rose D. Shuff, DC
USDA - SCS
103 Marcon Dr
P.O. Box 5250
Lafayette, LA 70502
Ph: (318) 262-6601
FAX: (318) 262-6608

E. John Rogers, DC
USDA - SCS
290 Pico St
Wrights Shopping Center
Many, LA 71449
Ph: (318) 256-3491
FAX: (NONE)

Benny R. Dobson, DC
USDA-SCS
405 Bienville St
Natchitoches, LA 71457
Ph: (318) 357-8366
FAX: (318) 352-5667

ME **John Badger**
St. John Aroostock RC&D
P.O. Box 745
Presque Isle, ME 04769
Ph: (207) 764-4126
FAX: (207) 764-4126

	Dana Nelson Down East RC&D P.O. Box 210 Cherryfield, ME 04622 Ph: (207) 546-2368 FAX: (207) 546-2369	8	
	Wayne Munroe, DC 381 Main St., Suite 3 Gorum, ME 04038 Ph: (207) 839-7842 FAX: (207) 839-7834	8	
MI	John Edwards Room 101, 1405 S.Harrison Rd East Lansing, MI 48823-5202 Ph: (517) 337-6702 x 1202 FAX (517) 337-6905		Objectives in application amendment.
MN	Scott Kittleson SCS P.O. Box 60 Twin Valley, MN 56584 Ph: (218) 584-5168 FAX: (218) 584-5169	12	Objectives in application amendment.
MS	Hiram Boone, Jr., AC SUCO Bldg 114 Industrial Park Road Brookhaven, MS 39601-2148 Ph: (601) 8330-5621 FAX: (601) 835-0054	10	Objectives in application amendment.
MO	Ronald Harris, AC P.O. Box 8369 3949 Sherman St. Joseph, MO 64508-8369 Ph: (816) 232-6555 FAX: (816) 232-0647	15	

Charles Eddy
402 South Washington
Chillicothe, MO 64601
Ph: (816) 646-0902
Fax: (816) 646-5101

N. Lynn Kilpatrick
801 Broadway, Rm 248
P.O. Box 838
Hannibal, MO 63401
Ph: (314) 221-0180
FAX: (314) 221-8468

Clark Eacker
729 PCA Road
Warrensburg, MO 64093
Ph: (816) 747-5119
FAX: (816) 747-8601

Dennis Alexander
1015B Washington Square
Washington, MO 63090
Ph: (314) 239-7874
FAX: (314) 390-3927

Farrell E. Croy
1339-H East Republic Road
Springfield, MO 65804
Ph: (417) 887-2899
FAX: (417) 887-4272

Ronald Darden
106 W. Farrar Drive, Suite 108
Cape Girardeau, MO 63701
Ph: (314) 335-0153
FAX: (314) 335-1260

NE **Craig Derickson**

20

Ph: (402) 437-5878

NM **Leon Martinez**
Hub RC&D Area
4374 Alexander Blvd, NE Suite 2
Albuquerque, NM 87107
Ph: (505) 761-4686
FAX: (505) 761-8624

5

Objectives in application
amendment.

NY	John Whitney 50 Commerce Way East Aurora, NY 14052-2185 Ph: (716) 652-8480 FAX: (716) 652-8506	5	Objectives in application amendment.
ND	Richard L. Bentaas, SAO Federal Bldg, Rm 278 220 E. Rosser Avenue P.O. Box 1458 Bismarck, ND 58502-1458 Ph: (701) 250-4761 FAX: (701) 250-4420		Jeffrey L. Printz Area Range Conservationist 208 2d Ave SW, P.O. Box 2096 Jamestown, ND 58402-2096 Ph: (701) 252-1460 FAX: (701) 252-9068
OH	Wes Berry The Nature Conservancy 1504 West First Avenue Columbus, OH 43212 Ph: (614) 486-4194 FAX: (614) 486-9772	6	Objectives in application amendment.
OR	Amy Wilson 815 NE "D" St Grants Pass, OR 97326 Ph: (503) 476-5856 FAX: (503) 955-9374	5	Objectives in application amendment.
SC	Craig Odell Newberry Field Office P.O. Box 434 Newberry, SC 29108 Ph: (803) 276-0032 FAX: (803) 276-7887	5	Objectives in application amendment.
	Doug Deaderick Lexington Field Office 219 East Main St, Rm 106 Lexington, SC 29072 Ph: (803) 359-3165 FAX: (803) 359-7506	5	
	Dan Guy Saluda Field Office County Ag Bldg 201 East Church St Saluda, SC 29138 Ph: (803) 445-8110 FAX (803) 445-9372	5	

	Jake Black Laurens Field Office P.O. Box 348 Laurens, SC 29360 Ph: (803) 984-6921 FAX: (803) 984-2965	5	
TN	Melinda Turner Clinch Powell RC&D Rt 2, Box 423 Rutledge, TN 37861 Ph: (615) 828-5927 FAX: (615) 828-5212	9	Objectives in application amendment.
	Chris Moyers Chickasaw-Shilo RC&D 384 Carriage Hill Office Park Jackson, TN 38305 Ph: (901) 668-7770 FAX: (901) 668-8504	5	
	Jim Lansford Hull-York Lakeland RC&D 480 One Eleven Place Cookeville, TN 38501 Ph: (615) 528-8435 FAX: (615) 372-8405	5	
UT	Kresha Eastman Castleland RC&D Council P.O. Box 603 Price, UT 84501 Ph: (801) 637-1081 FAX: (801) 637-5274	5	Objectives in application amendment.
VT	Dennis Borchardt George D. Aiken RC&D Council P.O. Box 411 Randolph, VT 05060 Ph: (802) 728-9526 FAX: (802) 728-5951	5	Objectives in application amendment.
VA	Ray Dorsett Old Dominion RC&D Rt. 1, Box 14 Keysville, VA 23947 Ph: (804) 736-8403 FAX: (804) 736-0003	6	Objectives in application amendment.

WA	David Kreft 1107 S. Columbus Ave Goldendale, WA 98620 Ph: (509) 773-5823 FAX: (509) 773-5554 Mike Blakely P.O. Box 96 White Salmon, WA 98672 Ph: (509) 493-1936 FAX: (509) 493-4257	7	Objectives in application amendment.
		8	
WV	Paul Dunn 75 High St., Rm 301 Morgantown, WV 26505 Ph: (304) 291-4452 FAX: (304) 291-4628		John Carr Seckman Bldg 228 Main St Middlebourne, WV 26149 Ph: (304) 758-2173 FAX: (304) 758-2173 (call 1st) Lynn Shutts 75 High Street Morgantown, WV 26505 Ph: (304) 291-4152 FAX: (304) 291-4628 Norman Delawder 1450-3 Edwin Miller Blvd Martinsburg, WV 25401 Ph: (304) 263-7559 FAX: (304) 267-9172 Robert Schnably Agricultural Service Center 209 E 3rd Ave Ranson, WV 25438 Ph: (304) 725-3471 FAX: (304) 725-3472 Edward Kesecker Rt 1, Box 301 Industrial Park Moorefield, WV 26836 Ph: (304) 538-2825 FAX: (304) 538-2086
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FOREWORD

This manual, issued by the Soil Conservation Service (SCS), describes policies and procedures for administering the AmeriCorps Program as authorized in Public Law 103-82. The role of the U.S. Department of Agriculture, SCS National Headquarters, SCS State level, local partners, and the participants are defined and explained. This manual is designed to focus on current policy.

CONTENTS

PROGRAM OVERVIEW

PROGRAM DESIGN

APPLICATION PROCESS

APPROVAL PROCESS

PROJECT DEVELOPMENT

PROGRAM ADMINISTRATION

FUNDING

PROGRAM EVALUATION

PROGRAM OVERVIEW

Purpose

The purpose of the AmeriCorps program is to offer opportunities to all Americans to serve their country and earn education awards in return. It is a grassroots effort to solve the problems facing communities across the Nation.

Legislative authorities

Public Law 103-82 - The National and Community Service Act of 1993 is the legislative authority for the AmeriCorps Program. The law creates a Corporation for National and Community Service which is charged with the administration of national service programs. The Corporation will function as a clearinghouse of information and technical expertise for service initiatives nationwide and as a service "venture capitalist," providing funding on a competitive basis for state and national service programs.

Delegation of authorities

Upon project approval by the Corporation for National and Community Service, the authority conveyed by PL 103-85 is delegated to the sponsoring organization.

PROGRAM DESIGN

The AmeriCorps Program is designed as a holistic program. It is to have a direct benefit on the community and the participants. Its goal is to "Get Things Done." It is a program for all Americans and provides a strategy for solving the most critical problems facing the nation today.

Participants will work in teams in a community to "Get Things Done." They will be identified as AmeriCorps participants, using their skills to solve problems within the community.

In the course of solving community problems, the program will strengthen communities and participants. It will build an ethic of national service and encourage people to invest in their community.

APPLICATION PROCESS

CORPORATION APPLICATION PROCESS

Each year Congress will allocate funds for the Corporation. These funds will then be given out on a competitive basis. Entities may apply for these funds through the following channels:

1. **State Competition:** The Act directs States to establish State Commissions. Non-profit organizations and state agencies may submit applications to their State Commission. The State Commissions will then select projects for submission to the Corporation. This is a competitive process within the State.
2. **Direct Competition:** **National** non-profit organizations may submit applications for assistance directly to the National Corporation.
3. **Federal Competition:** Federal agencies may compete for funds. However, applications may be submitted only from the Cabinet level.
4. **Special Set-Asides:** One percent of funds allocated for assistance shall be set-aside for applications from Indian Tribes. One percent shall also be set-aside for applications from certain territories and possessions.

(NOTE: Rules for non-profit agencies applying for funds vary from those for Federal agencies. These agencies should check with either their State Commissions or the National Corporation. Entities may only apply once for a project.)

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SCS APPLICATION PROCESS

Eligible Sponsors

State Conservationist who wish to participate in the AmeriCorps Program may submit project proposals to National Headquarters. Local non-profit organizations who wish to participate in the AmeriCorps program as partners with SCS, may join with the State to develop a proposal. National Headquarters will not accept proposals directly from these partners; they must work through the State Conservationist in their State.

When to Submit Proposals

The National Corporation establishes a deadline for submission of applications. This deadline will in all likelihood be in the April-May timeframe. Proposals should be submitted to NHQ by February 1. Early submission is encouraged to allow for reviews and changes to improve your proposals.

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Number of Proposals

There is not a limit to the number of proposals a State may submit. However, quality is more important than quantity. When a state does have several proposals they wish to submit, suggest a review with an eye towards consolidation into one or two proposals.

Types of program assistance

1. Program assistance falls into two categories: planning or operational.

a. Planning grants: Proposals for planning a national service program may be submitted. If the community has a project they would like to implement but have not completed the planning process, a request for a planning grant could be submitted. Planning grants are for a period of six months to one year only and are not renewable.

None - USDA

b. Operational grants: Operational proposals are for those projects that have completed the planning stage and are ready to begin implementation. Operational grants can include a planning period of not more than six months to complete the final stages of PROGRAM development before implementation. These grants are renewable. Renewal funding is subject to periodic assessment of program quality, successful performance against stated objectives and availability of funds.

2. The Corporation may award operating grants for the purpose of replicating successful program models at other sites. A replicable program model must:

- have a track record of success,
- have identifiable core elements that account for its effectiveness,
- have local support,
- be adaptable to local circumstances, and
- not duplicate a program already in the geographic area.

Type of Projects

Any type of project may be submitted as long as it

- falls within the statutory authority of SCS;
- meets any priorities established by SCS, USDA ~~or~~ *and* the National Corporation, and
- meets all project criteria.

Project Criteria

In order to be competitive, project proposals must meet the following criteria:

QUALITY (70%)

1. Impact (40%)

A. **Direct and demonstrable Benefit**: Any proposal submitted for approval as an AmeriCorps Program shall provide a direct and demonstrable benefit that is valued by the community. Service activities must result in a specific identifiable service or improvement that otherwise would not be provided with existing funds or volunteers, and that does not duplicate the routine functions of workers or displace paid employees.

B. Strengthening Communities: Programs must strengthen communities, bringing together both institutions and individuals to cooperate in bringing about lasting and constructive change.

(1) Partnerships:

a. Programs must perform projects that are designed, implemented, and evaluated with extensive and broad-based local input, including consultation with representatives from the community served, participants (or potential Participants) in the program, community-based agencies with a demonstrated record of experience in providing services, foundations, businesses, and local labor organizations representing employees of service sponsors if these entities exist in the area to be served.

b. Partnerships will assist in strengthening communities by offering programs the opportunity to collaborate with various sectors of the community that can provide technical expertise in substantive areas.

(2) Diversity:

a. Programs can build strong communities by involving diverse participants and staff in activities that encourage mutual understanding and cooperation. Programs must seek actively to include participants and staff from the communities in which projects are conducted, as well as individuals of different races and ethnicities, education levels, socioeconomic backgrounds, both men and women, and individuals with disabilities.

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b. In assessing whether programs meet this requirement, the Corporation recognizes that certain programs require the recruitment of participants and staff who share a specific characteristic or background. For example, a professional corps. However, in no case may a program violate the nondiscrimination and nondisplacement rules governing participant and staff selection.

c. Programs that lack diversity in one or more aspects nevertheless must strive for diversity in other ways. Programs that do not achieve diversity among participants and staff in all areas can seek it by involving a diverse group of additional volunteers in other service alongside regular participants and staff.

C. Participant Development: The program must be able to instill the ethic and skills needed for productive and active citizenship by engaging participants in worthwhile

service, education, and leadership development activities; provide participants with the training, skills, and knowledge necessary to perform the tasks required in their respective projects, and if appropriate, specific training in a particular field; assist participants to earn the equivalent of a high school diploma, if necessary; and provide support to participants in their transition to other educational and career opportunities.

2. Quality is also indicated by the extent to which -

- a. The program will provide productive meaningful, educational experiences that incorporate service-learning methods;
- b. The program will meet community needs and involve individuals from diverse backgrounds (including economically disadvantaged youth) who will serve together to explore the root causes of community problems;
- c. The principal leaders of the program will be well qualified for their responsibilities;
- d. The program has sound plans and processes for training, technical assistance, supervision, quality control, evaluation, administration, and other key activities; and
- e. The program will advance knowledge about how to do effective and innovative community service and service-learning and enhance the broader elementary and secondary education field.

3. **Program Infrastructure and Capacity (30%)**

The Program's infrastructure and capacity will be evaluated as evidenced by: a clear mission statement, objectives, and indicators of success; a staff with a strong track record in operating programs similar to that being proposed; the organization's past achievements; its ability to provide appropriate staff and participant orientation, training, and supervision; and a plan for continually improving the program based on self-assessment and monitoring of community and participant self-satisfaction with work performed.

Sustainability (15%)

- 1. The Corporation will measure sustainability by the program's ability to: be cost-effective in achieving the identified objectives; exceed the match requirements with non-Federal funds, or for Federal agencies to provide a substantial match to Corporation funds; obtain additional funding sources to sustain the program beyond the period of Corporation support; and provide evidence of an existing relationship between the organization(s)

and community.

2. Sustainability is also indicated by the extent to which -

a. An SEA, Indian tribe or grant making entity applicant demonstrates the ability and willingness to coordinate its activities with the State Plan under part 2513 of this chapter and with other federally assisted activities;

b. The program will foster collaborative efforts among local educational agencies, local government agencies, community based agencies, business, and State agencies.

c. The program will enjoy strong, broad-based community support; and

d. There is evidence that financial resources will be available to continue the program after the expiration of the grant.

4. Innovation and Replicability (15%)

The Corporation will measure innovation by the program's ability to develop creative or distinctive approaches to meeting program objectives. Replicability will be evaluated on the program elements that are adaptable to other programs, locations, or approaches to service such as a rural community, small city, or part of a larger city.

5. The Corporation also gives priority to proposals that -

a. Involve participants in the design and operation of the program;

b. Reflect the greatest need for assistance, such as programs targeting low-income areas;

c. Develop civic responsibility and leadership skills and qualities in participants;

d. Demonstrate the ability to achieve the goals of this part on the basis of the proposal's quality, innovation, replicability, and sustainability, or

e. Address any other priority established by the Corporation for a particular period.

6. Prohibited Activities

Prohibited activities may not be performed by participants in the course of their duties, at the request of program staff, or in a manner that would associate the activities with the national service program or the Corporation. These activities include:

1. Any effort to influence legislation,
 2. organizing protests, petitions, boycotts, or strikes,
 3. assisting, promoting, or deterring union organizing,
 4. impairing existing contracts for activities, or other activities designed to influence the outcome of an election to any public office,
 5. engaging in religious instruction, conducting worship services, providing instruction as part of a PROGRAM that includes mandatory religious education or worship, constructing or operating facilities devoted to religious instruction or worship, maintaining facilities primarily or inherently devoted to religious instruction or worship, or engaging in any form of religious proselytization, and
- (6) providing a direct benefit to:
- (a) a business organized for profit,
 - (b) a labor union,
 - (c) a partisan political organization,
 - (d) a nonprofit organization that fails to comply with the restriction contained in para 501(c) of the Internal Revenue Code of 1986, and
 - (e) an organization engaged in the religious activities described above, unless Corporation assistance is not used to support those religious activities.

7. Support Services: Activities that do not provide a direct benefit to the community, such as clerical work or research, may be performed if they are in support of a direct service. However, such activities may not be the primary activity of a national service program.

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The application may be up to 10 pages. This does not count your budget pages. They are additional pages to the application. The application must be organized in the following manner:

Page 2 **Summary Page** This page is a summary of

- specific needs to be met
- site design
- number of participants,
- description of the administering organization
- identification of primary program partners.

Page 4-10 . **Narrative:** (not to exceed 7 pages)
Provide a description of the project
organized and labeled in the following
categories.

1. **NEEDS TO BE MET:** Identify the nature of the specific need(s) to be met by the proposed national service program, including how and why these needs are appropriately or uniquely addressed by a national service program. Give a detailed description of the environmental problems to be solved.

Needs. What specific needs will the program address and how do these needs relate to the national priorities? If they do not relate to the national priority areas, please explain why they were selected. Explain the direct benefit of the project to the community.

Process. What was the process by which the needs were identified? Who was involved identifying the needs and to what extent were residents of the community in which the service will be provided involved in any needs assessment activities. Explain in detail the role of each partner in the project: how each partner participated in the assessment and start up phase and how each partner will participate during the year.

2. PROGRAM DESIGN. Describe the concept and design for the program, including the nature of specific service activities to be performed by participants and how these activities address the identified needs and meet the program objectives. Describe how the project will be evaluated and monitored during the year. Explain how your success will be measured at the end of the year.

Concept. What is the basic concept for the design of the program? How will the program be structured? Where will it be located? Describe any institutional or programmatic collaborations or partnerships that will be involved in operating the program, including the extent to which the program builds on existing service programs.

3. SERVICE ACTIVITIES. What activities will participants engage in, and how will these projects or activities result in direct and demonstrable service that addresses the identified needs? Describe a typical week in the life of program participants, giving concrete examples of the types of activities or duties participants will perform.

Relation to Need. How do the service activities respond to the identified needs?

4. PARTICIPANT BENEFITS How will participants be trained, supported, or otherwise prepared for their assignments or placements. Describe the key elements of the participant training, in-service education, or service-learning curriculum employed to improve participants' skills, prepare them for placement, and foster positive civic values.

5. PARTICIPANT PROFILE AND RECRUITMENT STRATEGY. Explain the diversity of the participants in your area and how you will recruit. Explain how you plan to insure that you recruit a diverse group of participants.

6. INTERNAL EVALUATION AND MONITORING ACTIVITIES. Explain how you plan to evaluate and monitor your project during the year. How will you know you have been successful and have accomplished your goals? How will you determine the impact on the community, the participant, and the Soil Conservation Service.

7. INSTITUTIONAL AND PERSONNEL INFORMATION Describe the background of your organization that qualifies you to perform this type of project. Who will have overall responsibility for the success of the project? Who will be the site supervisor?

APPROVAL PROCESS

NHQ RESPONSIBILITY

a. State Conservationist must submit their proposals to NHQ for review. NHQ personnel will review proposals to determine if they fit the AmeriCorps concept and if they meet project criteria. The strongest proposals will be forwarded to the Department. The number of proposals forwarded to the Department depends upon availability of funds.

b. During the review process, NHQ personnel will be looking for ways to strengthen proposals. This is not a review process aimed towards eliminating proposals but rather to develop and strengthen good proposals. NHQ personnel will contact states asking for additional information if needed. It is the desire of NHQ personnel assist states in the development of strong proposals, not just during the final review process but all through project development.

USDA RESPONSIBILITIES

After final review, NHQ personnel will submit SCS proposals to the Department. The Department personnel will then review and coordinate with SCS personnel for any necessary changes. When the application is complete, it is the responsibility of the Department to forward the application to the National Corporation.

CORPORATION RESPONSIBILITIES

The Corporation will convene panels of experts to review applications. The panels will make their selections and the Corporation will notify applicants. This is the semi-finalist stage. During this stage, the Corporation will enter into negotiations with applicants. Upon completion of negotiations, the Corporation will notify successful applicants.

The Corporation has the right to select all, part, or none of an application.

Once the Corporation notifies the Department, the Department will notify the agencies. NHQ personnel will in turn notify the States.

PROJECT DEVELOPMENT

Project Selection

When a State decides to submit a proposal for National Service, there are many factors to be considered. Listed below are some of those factors that must be considered and a sampling of questions/issues that must be resolved.

Supervision

SCS cannot hire employees to supervise AmeriCorps projects. Current SCS employees will need to be redirected or assigned additional duties to manage these projects. STC's should give careful consideration of personnel needed for supervision. The best solution for direct participant supervision is to partner with other agencies who can provide personnel.

Project Funds

NHQ will provide funds to pay the stipend for participants. The National Corporation will provide funds to pay the educational awards. All other project funds must be provided from other sources.

Partners

Project partners are a vital link in the AmeriCorps program. It is in the best interest of States to form these partnerships with other organizations for several reasons. The Corporation views these partnerships as a means to strengthen communities and thus they strengthen proposals. These partners can and should be a source of project funds. If an organization cannot provide funds, many times they can provide in-kind services, such as transportation for participants, materials, etc. States should look to partners for personnel to provide site managers or supervisors.

PROGRAM ADMINISTRATION

PROGRAM START-UP

Recruitment

Recruitment can begin once a state has been notified of selection for a National Service project. Recruitment cannot begin prior to this notification. Potential participants must complete the application for National Service (Appendix A).

Corporation Responsibility

The Corporation will maintain a database of potential applicants. States may draw from this pool if they desire. They can do this by contacting the National Corporation. The Corporation will also do publicity announcing program start-up.

Department Responsibility

The Department will also maintain a database of potential applicants. States may draw from this pool if they desire. They can do this by contacting USDA, Office of National Service. The Office of National Service will also develop brochures, posters, Public Service Announcements; they will send out information to schools and colleges throughout the country; they will maintain and monitor a Hot Line for recruitment calls.

NHQ Responsibility

NHQ personnel will provide to all States approved for National Service projects copies of posters, brochures, and PSA's.

State Responsibility

States should broaden their recruitment strategies to include an audience as diverse as possible. Information should be sent out to local schools, universities, newspapers, radio and TV stations. A Point of Contact should be established to handle all requests for information pertaining to recruitment. The name and number of the POC should be widely disseminated.

Training

Training is a vital element of the National Service Program. Training will be an on-going process all during the project. Approximately 20% of a participants time should be spent in some type of training. This training does not have to be typical classroom training. You can be creative in devising methods for this training. Prior to program start-up, project managers will need to be trained in their responsibilities and what will be expected of them during the project. Participants will also need to receive orientation/training at the beginning of the project.

Service
Learning

Project Manager Training

Project manager training will be held sometime after approval notification and prior to start-date. States will be notified of time and location for this training. It will be planned that two people from each state will attend this training.

Participant Orientation/Training

The State should provide participants with an orientation briefing at the beginning of the project. As a minimum this should include a welcome from the STC, introduction of key project personnel, an overview of the project(s) that they will be working on, personnel information, their responsibilities as AmeriCorps participants, etc. Other training that should be considered in this phase are safety training, CPR, First Aid. .

On-Going Training

Each State will need to determine what type of training will be most appropriate for their participants during the year. For those participants that do not have a High School diploma, they will need GED training. Teams may need Team Building and Problem Solving training. Career Counseling may be needed for some participants. There is a wide range of training that can be provided to participants. States should be creative and try to meet their needs and the needs of the participants.

SCS

RURAL DEVELOPMENT CLUSTER SITES

ST	SITE & SITE MANAGER	# OF POSITIONS	OBJECTIVES
AZ	Merlin Berg RC&D Coordinator Little Colorado River Plateau RC&D Area, Inc 51 West Vista Dr., #4 Holbrook AZ 86025 Ph: (602) 259-3287 FAX: (602) 524-6609	5	Objectives in application amendment.
AR	Bruce Leggitt Cental AR RC&D NBA Bldg, Rm 203C 4000 McCain Blvd No Little Rock, AR 72116-8004 Ph: (501) 753-4452 FAX: (501) 758-7052 Burr Swan Rm 120 Federal Bldg 614 S. Main Jonesboro, AR 72401 Ph: (501) 972-4725 FAX: (501) 933-9425	5 5	Objectives in application amendment.
CA	Jim Earson Redlands Field Office 1200 Arizona St. Suite A-7 Redlands, CA 92374 Ph: (909) 799-7407 FAX: (909) 798-0752 L. Robert Dean Lancaster Field Office 44811 N. Date Ave, Suite G Lancaster, CA 93534 Ph: (805) 945-2604 FAX: (805) 942-5503 Lisa Woo Shanks Petaluma Field Office 1301 Redwood Way, Suite 170 Petaluma, CA 94954 Ph: (707) 794-1242 FAX: (707) 794-1536		Objectives in application amendment.

OPTIONAL FORM 99 (7-90)

FAX TRANSMITTAL

of pages 8

To <i>Loel Berg</i>	From <i>Dee</i>
Dep./Agency	Phone #
Fax #	Fax #

NSN 7540-01-517-7366

5089-101

GENERAL SERVICES ADMINISTRATION

PHOTOCOPY
PRESERVATION

CO	Gary Jennings, RC&D Coordinator San Juan RC&D Council, Inc. 19 Main Ave. Suite 272 Durango, CO 81301 Ph: (303) 259-3287 FAX: (303) 247-3412	5	Objectives in application amendment.
IA	Marty Atkins, EWP Coordinator SCS Emergency Operation Ctr 515 N. Jefferson Indianola, IA 50125 Ph: (515) 961-2328 FAX: (515) 961-4715 Jeff Zimprich Federal Bldg 210 Walnut St STC 693 Des Moines, IA 50309-2180 Ph: (515) 284-4260 FAX: (515) 284-4394 Bruce Trautman 8 South 6th St. STC 23 Council Bluffs, IA 51501-4206 Ph: (712) 328-3168 FAX: (712) 328-3213	26	Objectives in application amendment.
IL	Gary Parker 1902 Fox Drive Champaign, IL 61820 Ph: (217) 398-5267 FAX: (217) 398-5310	6	
KS	Lonnie Schultz 760 South Broadway Salina, KS 67401 Ph: (913) 823-4515 FAX: (913) 823-4540	15	Kenneth Sherraden 760 S. Broadway Salina, KS 67401 Ph: (913) 823-4551 FAX: (913) 823-4540
LA	Danny Clement Capital RC&D Council, Inc P.O. Box 1296 Denham Springs, LA 70727 Ph: (504) 664-5368 FAX: (504) 664-7734 Ellzey Simmons Trailblazer RC&D Council 302 Reynolds Ruston, LA 72170 Ph: (318) 255-3554 FAX: (318) 251-9199		Objectives in application amendment.

Dona Remeides
Northeast Delta RC&D Area
P.O. Box 2610 Front St
Wingsboro, LA 71295
Ph: (318) 435-7328
FAX: (318) 435-7436

Frank E. Wilson, III
USDA - SCS
P.O. Drawer 387
Crowley, LA 70527-0387
Ph: (318) 783-5823
FAX: (318) 783-5608

Donald E. Menard, DC
USDA-SCS
1049 West Summers Drive
P.O. Box 68
Abbeville, LA 70511-0068
Ph: (318) 893-5664
FAX: (318) 893-9225

Rose D. Shuff, DC
USDA - SCS
103 Marcon Dr
P.O. Box 5250
Lafayette, LA 70502
Ph: (318) 262-6601
FAX: (318) 262-6608

E. John Rogers, DC
USDA - SCS
290 Pico St
Wrights Shopping Center
Many, LA 71449
Ph: (318) 256-3491
FAX: (NONE)

Benny R. Dobson, DC
USDA-SCS
405 Bienville St
Natchitoches, LA 71457
Ph: (318) 357-8366
FAX: (318) 352-5667

ME **John Badger**
St. John Aroostock RC&D
P.O. Box 745
Presque Isle, ME 04769
Ph: (207) 764-4126
FAX: (207) 764-4126

4

Objectives in application
amendment.

	Dana Nelson Down East RC&D P.O. Box 210 Cherryfield, ME 04622 Ph: (207) 546-2368 FAX: (207) 546-2369	8	
	Wayne Munroe, DC 381 Main St., Suite 3 Gorum, ME 04038 Ph: (207) 839-7842 FAX: (207) 839-7834	8	
MI	John Edwards Room 101, 1405 S.Harrison Rd East Lansing, MI 48823-5202 Ph: (517) 337-6702 x 1202 FAX (517) 337-6905		Objectives in application amendment.
MN	Scott Kittleson SCS P.O. Box 60 Twin Valley, MN 56584 Ph: (218) 584-5168 FAX: (218) 584-5169	12	Objectives in application amendment.
MS	Hiram Boone, Jr., AC SUCO Bldg 114 Industrial Park Road Brookhaven, MS 39601-2148 Ph: (601) 8330-5621 FAX: (601) 835-0054	10	Objectives in application amendment.
MO	Ronald Harris, AC P.O. Box 8369 3949 Sherman St. Joseph, MO 64508-8369 Ph: (816) 232-6555 FAX: (816) 232-0647	15	

Charles Eddy
402 South Washington
Chillicothe, MO 64601
Ph: (816) 646-0902
Fax: (816) 646-5101

N. Lynn Kilpatrick
801 Broadway, Rm 248
P.O. Box 838
Hannibal, MO 63401
Ph: (314) 221-0180
FAX: (314) 221-8468

Clark Backer
729 PCA Road
Warrensburg, MO 64093
Ph: (816) 747-5119
FAX: (816) 747-8601

Dennis Alexander
1015B Washington Square
Washington, MO 63090
Ph: (314) 239-7874
FAX: (314) 390-3927

Farrell E. Croy
1339-H East Republic Road
Springfield, MO 65804
Ph: (417) 887-2899
FAX: (417) 887-4272

Ronald Darden
106 W. Farrar Drive, Suite 108
Cape Girardeau, MO 63701
Ph: (314) 335-0153
FAX: (314) 335-1260

NE **Craig Derickson**
Ph: (402) 437-5878

20

NM **Leon Martinez**
Hub RC&D Area
4374 Alexander Blvd, NE Suite 2
Albuquerque, NM 87107
Ph: (505) 761-4686
FAX: (505) 761-8624

5

Objectives in application
amendment.

NY	John Whitney 50 Commerce Way East Aurora, NY 14052-2185 Ph: (716) 652-8480 FAX: (716) 652-8506	5	Objectives in application amendment.
ND	Richard L. Bentaas, SAO Federal Bldg, Rm 278 220 E. Rosser Avenue P.O. Box 1458 Bismarck, ND 58502-1458 Ph: (701) 250-4761 FAX: (701) 250-4420		Jeffrey L. Printz Area Range Conservationist 208 2d Ave SW, P.O. Box 2096 Jamestown, ND 58402-2096 Ph: (701) 252-1460 FAX: (701) 252-9068
OH	Wes Berry The Nature Conservancy 1504 West First Avenue Columbus, OH 43212 Ph: (614) 486-4194 FAX: (614) 486-9772	6	Objectives in application amendment.
OR	Amy Wilson 815 NE "D" St Grants Pass, OR 97326 Ph: (503) 476-5856 FAX: (503) 955-9374	5	Objectives in application amendment.
SC	Craig Odell Newberry Field Office P.O. Box 434 Newberry, SC 29108 Ph: (803) 276-0032 FAX: (803) 276-7887	5	Objectives in application amendment.
	Doug Deaderick Lexington Field Office 219 East Main St, Rm 106 Lexington, SC 29072 Ph: (803) 359-3165 FAX: (803) 359-7506	5	
	Dan Guy Saluda Field Office County Ag Bldg 201 East Church St Saluda, SC 29138 Ph: (803) 445-8110 FAX (803) 445-9372	5	

	Jake Black Laurens Field Office P.O. Box 348 Laurens, SC 29360 Ph: (803) 984-6921 FAX: (803) 984-2965	5	
TN	Melinda Turner Clinch Powell RC&D Rt 2, Box 423 Rutledge, TN 37861 Ph: (615) 828-5927 FAX: (615) 828-5212	9	Objectives in application amendment.
	Chris Moyers Chickasaw-Shilo RC&D 384 Carriage Hill Office Park Jackson, TN 38305 Ph: (901) 668-7770 FAX: (901) 668-8504	5	
	Jim Lansford Hull-York Lakeland RC&D 480 One Eleven Place Cookeville, TN 38501 Ph: (615) 528-8435 FAX: (615) 372-8405	5	
UT	Kresha Eastman Castleland RC&D Council P.O. Box 603 Price, UT 84501 Ph: (801) 637-1081 FAX: (801) 637-5274	5	Objectives in application amendment.
VT	Dennis Borchardt George D. Aiken RC&D Council P.O. Box 411 Randolph, VT 05060 Ph: (802) 728-9526 FAX: (802) 728-5951	5	Objectives in application amendment.
VA	Ray Dorsett Old Dominion RC&D Rt. 1, Box 14 Keysville, VA 23947 Ph: (804) 736-8403 FAX: (804) 736-0003	6	Objectives in application amendment.

WA	David Kreft 1107 S. Columbus Ave Goldendale, WA 98620 Ph: (509) 773-5823 FAX: (509) 773-5554	7	Objectives in application amendment.
	Mike Blakely P.O. Box 96 White Salmon, WA 98672 Ph: (509) 493-1936 FAX: (509) 493-4257	8	
WV	Paul Dunn 75 High St., Rm 301 Morgantown, WV 26505 Ph: (304) 291-4452 FAX: (304) 291-4628		John Carr Seckman Bldg 228 Main St Middlebourne, WV 26149 Ph: (304) 758-2173 FAX: (304) 758-2173 (call 1st)
			Lynn Shutts 75 High Street Morgantown, WV 26505 Ph: (304) 291-4152 FAX: (304) 291-4628
			Norman Delawder 1450-3 Edwin Miller Blvd Martinsburg, WV 25401 Ph: (304) 263-7559 FAX: (304) 267-9172
			Robert Schnably Agricultural Service Center 209 E 3rd Ave Ranson, WV 25438 Ph: (304) 725-3471 FAX: (304) 725-3472
			Edward Kesecker Rt 1, Box 301 Industrial Park Moorefield, WV 26836 Ph: (304) 538-2825 FAX: (304) 538-2086
WI			

PHOTOCOPY
DIVISION

SCS

SOIL CONSERVATION SERVICE INITIATIVES

The Earth Team Volunteer Program



THE job of conserving America's renewable resources cannot be accomplished by government alone. The collective talents and energies of private individuals and groups are needed.

In recognition of the interest and skills many Americans have in conservation and the environment, Congress passed legislation—Section 1526 of PL 97-98, Food and Agriculture Act—in 1981 permitting agencies of USDA to use volunteers to accomplish their missions. The Soil Conservation Service utilized this authority to establish the Earth Team Volunteer Program.

Today, individual Earth Team volunteers work in concert with SCS and Conservation Districts across the country. They also work on special projects through cooperative agreements with other partners such as the Environmental Protection Agency, General Federation of Women's Clubs, Ruritan National, Izaak Walton League, National Council of Catholic Women, Soil and Water Society of America, and State Conservation Agencies.

The primary purpose of the Earth Team is to provide opportunities for people interested in conservation activities who want to work alongside professionals in their own communities. The use of volunteer resources also effectively expands services to our customers.

Earth Team volunteers bring special talents and enthusiasm that help SCS in its mission of natural resource conservation.

The 10,000 members of the Earth Team contributed 500,000 hours of service to SCS in 1,800 offices in

1992. In dollars, that effort represents a \$5 million donation. Specifically, in our National Headquarters, 90 volunteers donated over 10,000 hours.

Earth Team volunteers have been a tremendous help with the effort to help farmers retain USDA program eligibility under the 1985 and 1990 Farm Bills. They fill in and provide support to the SCS workforce whenever and wherever needed. They do everything from assisting with design and layout of best management practices, to computer inputting and programming, providing public information and conservation education.

Here are some examples of our diverse Earth Team volunteer activities and how they are helping SCS and their conservation partners realize their vision:

Earth Team Volunteer Robert Carlon, a student at Virginia Tech University, spent his summer vacation working to help the Dinwiddie, VA SCS office tackle a heavy Farm Bill workload. By assisting with surveying, design and construction of grass waterways, critical area seeding, making highly erodible land determinations, and entering data in the computer, Robert enabled the SCS office to service more clients. Robert plans to return again next summer as a volunteer.

Dr. Dunstan Hayden is a professor of mathematics at Northern Virginia Community College. As an Earth Team volunteer, he is developing educational tools that can be utilized in environmental education learning areas.

April Wilhelm, who has an undergraduate degree in agronomy, a Master's degree in soils and is a certi-

fied elementary school teacher, is volunteering her time with SCS in Washington, DC to develop conservation education materials.

Charles Koch, a former state soil scientist, who retired from SCS over 20 years ago, is using his talents as an Earth Team volunteer to develop a computer database of all of the soils in Virginia's published soil survey reports.

Brian Engelbrecht was in a coma for three months when a blood vessel burst at the base of his brain. Following three brain surgeries and years of therapy, Brian, now 25 gets around in a wheelchair and devotes four days a week working for the Earth Team. Now able to stand with the aid of crutches, Brian performs a multitude of clerical duties, data entry and special projects in the SCS office in Columbia, MO. He was selected "Outstanding Volunteer of the Year in Missouri," chosen from a field of 1,100. Brian said, "I'm doing something rather than sitting home all day. I feel like I'm earning the disability income I receive from the government. In my own way, I'm giving something back."

High School students from West Platte High School in Weston, MO. volunteer to help plant trees in the SCS Plant Materials Center to restock the trees removed the previous year for use in windbreaks. Their teacher views the students' involvement as an extension of their classroom learning. "It's a real benefit to the students anytime you can add hands-on experience to what they've been reading about in books. They can see the benefits. The Earth Team program gives some of the students who aren't as strong academically

the chance to feel a sense of success through their volunteer work."

In Perry County, Alabama, local high school students volunteer to design best management practices. The agribusiness instructor teaches his students about ways to protect soil and water resources in the classroom. These students, as Earth Team volunteers, are provided an opportunity after school to assist landowners in design, layout and construction of conservation and water quality practices. A direct result of this exposure to conservation is that the students have developed a strong interest in agriculture. Several who would not have otherwise done so, have attended college to obtain a degree in some field of agriculture with the ultimate goal of working for the Soil Conservation Service.

Alice Teal became an Earth Team volunteer in 1986 in Greenwood, Mississippi. Since that time she has contributed about 4,000 hours. Alice is a victim of myositis ossificans. Her entire body is immobile except for her hands and her wrists. When the SCS staff has to be away from the office, they transfer their calls to Alice's home. By a special device on her telephone, she answers the phone, dials and takes messages as part of her volunteer service. Many compliments concerning her pleasing telephone personality and her desire to provide assistance have been received.

Residents of the Presque Isle Nursing Home in Maine served as Earth Team volunteers to assist the Aroostook SCS office assemble, fold, label and stamp about 2,000 newsletters issued quarterly by the Aroostook Resource Conservation and Development office. This unique group helped the Soil Conservation Service while satisfying their own need to do something useful and active. In less than a year they cheerfully volunteered more than 800 hours.

Court referred volunteers are persons referred to volunteer jobs by judges who feel it is more therapeutic for them to do volunteer services than

to sit behind bars. A lawyer sentenced to community service, was instrumental in setting up several computer databases. A biology major at a local college performed his community service by transferring soils data to National Resource Inventory worksheets. Many court referred volunteers continue to volunteer for SCS after they have completed their sentences.

In Limestone County, Alabama, inmates from the local prison serve as Earth Team volunteers to assist SCS in laying out best management practices.

Many volunteer stories have happy endings. Paul Reich came to the Soil Survey Division, National Headquarters, as a student at the University of Maryland, Baltimore Campus. He liked the work so well that he continued volunteering after he had received his academic credit for interning. After graduation, SCS hired him on a temporary basis to maintain a global computer database on soil temperature and carbon and the use of a geographic information system in the watershed area of Java.

Ginny Cohn came to SCS after graduating from Stanford University with a masters degree in Land Resource Planning. She had researched a report at the SCS field office in Gilroy, CA, learning about the agency at that time. Upon coming to Washington, DC, she learned about the Earth Team and decided that volunteering would be an excellent way to gain experience while job hunting. She began her volunteer work with SCS working on farmland protection issues. Her superior work led to temporary employment. Ginny is on her way to her long-term goal to help communities in preventing and dealing with natural disaster.

Georges Aguehonde, a native of the Ivory Coast, had just graduated from Southeastern University with a Master's degree in Finance and Banking when he was left totally paralyzed by a hit and run driver. After spending one year in the hospital, he regained some move-

ment in both arms. His rehabilitation specialist referred him to Job Match, an organization for people with disabilities. It was suggested that he become a part-time volunteer. Job Match referred Georges to SCS and he began coming into National Headquarters two or three days a week. He reviewed literature for the Senior Staff Analyst, saving many hours of reading which could be spent on more pressing priorities. With the staff's understanding and patience, Georges' skills increased and he gained strength and dexterity. He began to write faster and more legibly and to use the word processor, using a stylus. He learned to handle the telephone by himself, which was previously impossible. Today, Georges has a part-time job as a bookkeeper for a local business. He still keeps in touch with SCS.

Students from Galludet University, a school for hearing impaired, such as Lauren Blair, come to SCS to share their expertise in computer graphics while adapting to an office environment.

There has never been a better time for Earth Team volunteers. The energy, excitement, dedication and skills they bring to the job are vital to addressing our nation's environmental concerns. The Soil Conservation Service takes every opportunity to include Earth Team volunteers as part of their professional team. Special thanks and recognition is the most important reward we can give these volunteers—but the most important benefactor of their work is the environment. ■

Call 1-800 THE SOIL for additional information.

April 9, 1993

To: Joel Berg
USDA Office of Communications

Fm: Jeff Anliker 
SCS National Volunteer Coordinator
720-0430

Subj: SCS Earth Team Volunteer Program

The Earth Team Volunteer Program was established under the Department's statutory authorities as passed by Congress under the 1981 Farm Bill. Departmental Regulations 4230-1 of 1983 outline program operation (copies attached).

As far as I know, the SCS is the only USDA agency that has taken advantage of these authorities to establish a volunteer program. SCS has all the administrative/organizational activities and functions developed and could effectively expanded these as an umbrella for a USDA volunteer program or share them with other agencies.

SCS has a precedent for other agencies using the Earth Team umbrella for a volunteer program. The Environmental Protection Agency (EPA) does not have statutory authority for a volunteer program, except for student volunteers. As a result, SCS and EPA signed a Memo of Understanding which allows EPA the authority to use SCS Earth Team volunteers. A copy of the MOU is attached.

Under the definition that SCS uses, stipends may be paid to volunteers as long as it is from a non SCS source. Also under our authorities, SCS can reimburse volunteers for travel and incidental expenses.

I believe that the Earth Team could be an umbrella volunteer program for USDA under its present authorities and regulations. It could also be used throughout the federal government with minor statutory changes.

RONIC RESEARCH

Guide following the Explanation.

ing training for farmers and

may establish a program to train
ed techniques for the marketing of
ck, and aquacultural products pro-
hers, including (where appropriate
training in the use of futures and

ov. 10, 1986, 100 Stat. 3564.)

STATUTORY NOTES

commodities, livestock, and aquacultural
products and the extent to which the
applicants and borrowers use advanced
marketing techniques for such sales.

"(2) Report.—Not later than 1 year af-
ter the date of enactment of this Act
[Nov. 10, 1986], the Comptroller General
shall submit to the Committee on Agri-
culture of the House of Representatives
and the Committee on Agriculture, Nu-
trition, and Forestry of the Senate a re-
port describing the results of the study
conducted under paragraph (1), together
with any appropriate recommenda-
tions."

REFERENCES

ee Agriculture ¶2.

e boards, officers and employees, see C.J.S.

TRONIC RESEARCH

h Guide following the Explanation.

partment of Agriculture Programs

(hereafter referred to in this section
ish a program to use volunteers in
he Department of Agriculture.

subject to regulations issued by the
nt, voluntary service for the Depart-
urpose if the service:

830

(1) is to be without compensation; and

(2) will not be used to displace any employee of the Depart-
ment of Agriculture including the local, county, and Stat
committees established under section 590h(b) of Title 16.

(c) Federal employee status

Any individual who provides voluntary service under this sectio
shall not be considered a Federal employee, except for purposes c
chapter 81 of Title 5 (relating to compensation for injury), an
sections 2671 through 2680 of Title 28 (relating to tort claims
(Pub.L. 97-98, Title XV, § 1526, Dec. 22, 1981, 95 Stat. 1337.)

HISTORICAL AND STATUTORY NOTES

Revision Notes and Legislative Reports

1981 Act. Senate Report No. 97-126,
and House Conference Report No. 97-
377, see 1981 U.S.Code Cong. and Adm.
News, p. 1965.

Effective Dates

1981 Act. Section effective Dec. 22,
1981, see section 1801 of Pub.L. 97-98,

set out as a note under section 4301
this title.

Authorization of Appropriations

Section 1527 of Pub.L. 97-98 provid-
that: "There are authorized to be appr-
priated such sums as may be necessa-
to carry out the provisions of this sub-
tle, [this section], such sums to rema-
available until expended."

LIBRARY REFERENCES

American Digest System

Agricultural boards and officers, see Agriculture ¶2.

Encyclopedias

Federal agricultural administrative boards, officers and employees, see C.J.
Agriculture §§ 8 to 10.

WESTLAW ELECTRONIC RESEARCH

See WESTLAW Electronic Research Guide following the Explanation.

§ 2273. Local search and rescue operations

The Secretary of Agriculture may assist, through the use of St
Conservation Service personnel, vehicles, communication equi-
ment, and other equipment or materials available to the Secretar
in local search and rescue operations when requested by respo-
sible local public authorities. Such assistance may be provided
emergencies caused by tornadoes, fires, floods, snowstorms, ear-
quakes, and similar disasters.

(Pub.L. 97-98, Title XV, § 1550, Dec. 22, 1981, 95 Stat. 1344.)

HISTORICAL AND STATUTORY NOTES

Revision Notes and Legislative Reports

1981 Act. Senate Report No. 97-126,
and House Conference Report No. 97-

377, see 1981 U.S.Code Cong. and Ac
News, p. 1965.

831

WESTLAW ELECTRONIC RESEARCH

See WESTLAW Electronic Research Guide following the Explanation.

§ 2271a. Advanced marketing training for farmers and ranchers

The Secretary of Agriculture may establish a program to train farmers and ranchers in advanced techniques for the marketing of agricultural commodities, livestock, and aquacultural products produced by such farmers and ranchers, including (where appropriate as determined by the Secretary) training in the use of futures and options markets.

(Pub.L. 99-641, Title II, § 206(b), Nov. 10, 1986, 100 Stat. 3564.)

HISTORICAL AND STATUTORY NOTES

Study and Report of Marketing Practices of Applicants and Borrowers of Farm Loans

Section 206(a) of Pub.L. 99-641 provided that:

"(1) **Study.**—The Comptroller General of the United States shall conduct a study of marketing practices used by applicants for and borrowers of farm loans made, insured, or guaranteed under the Consolidated Farm and Rural Development Act (7 U.S.C. 1921 et seq.). The study shall include an examination of the methods used by the applicants and borrowers in marketing agricultural

commodities, livestock, and aquacultural products and the extent to which the applicants and borrowers use advanced marketing techniques for such sales.

"(2) **Report.**—Not later than 1 year after the date of enactment of this Act [Nov. 10, 1986], the Comptroller General shall submit to the Committee on Agriculture of the House of Representatives and the Committee on Agriculture, Nutrition, and Forestry of the Senate a report describing the results of the study conducted under paragraph (1), together with any appropriate recommendations."

LIBRARY REFERENCES

American Digest System

Agricultural boards and officers, see Agriculture ¶2.

Encyclopedias

Federal agricultural administrative boards, officers and employees, see C.J.S. Agriculture §§ 8 to 10.

WESTLAW ELECTRONIC RESEARCH

See WESTLAW Electronic Research Guide following the Explanation.

§ 2272. Volunteers for Department of Agriculture Programs

(a) Establishment of program

The Secretary of Agriculture (hereafter referred to in this section as the "Secretary") may establish a program to use volunteers in carrying out the programs of the Department of Agriculture.

(b) Acceptance of personnel

The Secretary may accept, subject to regulations issued by the Office of Personnel Management, voluntary service for the Department of Agriculture for such purpose if the service:

830

(1) is to be without compensation;

(2) will not be used to displace any person employed by the Department of Agriculture including committees established under

(c) Federal employee status

Any individual who provides voluntary service shall not be considered a Federal employee within the meaning of chapter 81 of Title 5 (relating to civil service) or sections 2671 through 2680 of Title 28 (relating to Federal employees) (Pub.L. 97-98, Title XV, § 1526, Dec. 22, 1981, see section 1801 of Pub.L. 97-98).

HISTORICAL AND STATUTORY NOTES

Revision Notes and Legislative Reports

1981 Act. Senate Report No. 97-126, and House Conference Report No. 97-377, see 1981 U.S. Code Cong. and Adm. News, p. 1965.

Effective Dates

1981 Act. Section effective Dec. 22, 1981, see section 1801 of Pub.L. 97-98.

LIBRARY REFERENCES

American Digest System

Agricultural boards and officers, see Agriculture ¶2.

Encyclopedias

Federal agricultural administrative boards, officers and employees, see C.J.S. Agriculture §§ 8 to 10.

WESTLAW ELECTRONIC RESEARCH

See WESTLAW Electronic Research Guide following the Explanation.

§ 2273. Local search and rescue operations

The Secretary of Agriculture may establish a program to use personnel, equipment, and other resources of the Department of Agriculture in local search and rescue operations in cooperation with other Federal, State, and local public authorities. Such operations may be necessary in emergencies caused by tornadoes, earthquakes, and similar disasters.

(Pub.L. 97-98, Title XV, § 1550, Dec. 22, 1981, see section 1801 of Pub.L. 97-98).

HISTORICAL AND STATUTORY NOTES

Revision Notes and Legislative Reports

1981 Act. Senate Report No. 97-126, and House Conference Report No. 97-377, see 1981 U.S. Code Cong. and Adm. News, p. 1965.

831

DEPARTMENTAL REGULATION

NUMBER:
4230-1

SUBJECT:

Volunteer Programs

DATE:

July 15, 1983

OPI:

Office of Personnel

1 BACKGROUND AND PURPOSE

Section 1526 of the Food and Agriculture Act of 1981, 7 U.S.C. 2272, permits the Secretary of Agriculture to establish a program to use volunteers in carrying out programs of the Department. The purpose of this regulation is to establish guidelines for acceptance of volunteer service under this authority.

2 DEFINITION

Volunteer: Individual serving without compensation, performing duties to carry out the programs of USDA agencies, and in accordance with the requirements set forth in this directive.

3 POLICY

Agencies are authorized to recruit, train, and accept without regard to Civil Service classification laws, rules, or regulations, the services of individuals to serve without compensation. Volunteers may assist in any agency program, and may perform any activities except those which are inherently governmental in nature. See, e.g., OMB Circular A-76, March 29, 1979.

4 PROGRAM RESPONSIBILITY

Agencies should designate a coordinator who will be responsible for issuing agency guidelines, monitoring the program, and serving as agency contact. At the agency headquarters level, the coordinator should be a member of the personnel staff.

5 SPECIAL REQUIREMENTS

- a Volunteers are not Federal employees for any purpose except for the purposes of Chapter 81, of Title 5, United States Code (relating to compensation and injury), and Sections 2671 through 2680 of Title 28, United States Code (relating to tort claims).
- b Volunteer service must not be used to displace any USDA employee.
- c Volunteers must be at least 16 years of age. Supervisors must adhere to appropriate Federal, State, and local laws and standards regarding employment of minors.

July 15, 1983

- d Requirements of Executive Order 10450, as amended, relating to security and 7 CFR 0.735-11 proscribing certain conduct must be met.
- e Voluntary service must be documented as required by FPM Supplement 296-33, Subchapter 33. SF-50's are not to be sent to the National Finance Center.

6 RECOGNITION OF VOLUNTEER SERVICE

Upon completion of voluntary service, volunteers should be recognized by Letter or Certificate of Appreciation signed by the Agency Head.

7 PROGRAM EVALUATION

The Office of Personnel will conduct periodic reviews and evaluation of agency volunteer programs to assure that program requirements are being met and to determine program effectiveness. Agency headquarters offices are responsible for evaluating program activity throughout the Agency.

8 EQUAL OPPORTUNITY

Volunteer opportunities must be available to all interested persons, without regard to race, creed, age, color, sex, handicap, or any nonmerit factor.

MEMORANDUM OF UNDERSTANDING
BETWEEN THE

U.S. DEPARTMENT OF AGRICULTURE
SOIL CONSERVATION SERVICE

AND THE

U.S. ENVIRONMENTAL PROTECTION AGENCY

This Memorandum of Understanding (MOU) is made and entered into by and between the U.S. Department of Agriculture, Soil Conservation Service (SCS) and the U.S. Environmental Protection Agency (EPA).

I. PURPOSE

The purpose of this MOU is to encourage and support volunteer activities to accomplish common objectives, interests, and statutory requirements of SCS and EPA.

II. BACKGROUND

SCS and EPA have similar missions to conserve, protect, restore, and improve the Nation's natural resources. Both agencies share the common objective of improving the public awareness of the need to conserve and protect those resources. Both would mutually benefit from a joint endeavor.

SCS and EPA jointly endorse the goal of conservation and protection of the Nation's natural resources. To accomplish this goal, EPA will encourage its employees and others to become SCS Earth Team volunteers on activities relating to environmental education and conservation and protection. SCS will, under its statutory authority, manage the joint Earth Team volunteer program.

III. RESPONSIBILITIES

A. SCS agrees to--

1. Provide oversight of the volunteer program to assure that activities reflect program objectives.
2. Provide supervision, direction, administration, and training as needed.
3. Encourage EPA employees and others to become Earth Team volunteers to accomplish mutual goals.

4. Direct SCS liaisons at EPA regional offices to coordinate volunteer activities with the SCS State volunteer coordinators as needed.

B. EPA agrees to--

1. Promote SCS's Earth Team volunteer program in a manner to enhance its credibility, importance, and goals.

2. Encourage EPA employees and others to participate in the Earth Team program.

3. Share technical training and/or information with volunteers to support mutual missions.

4. Reimburse SCS for expenses incurred by Earth Team volunteers in carrying out their EPA assignments in accordance with SCS guidelines.

C. It is mutually agreed that--

1. Agreements for volunteer coordination and support will be negotiated with each regional office.

2. Each volunteer will be properly signed up as either an individual or member of a group using SCS-PER-001 or 003 in order to be covered by Workers' Compensation and the Tort Claims Act.

3. Adequate office space, equipment, and supplies necessary for the volunteer activities that will be provided.

4. A joint recognition aware program for volunteers and volunteer supervisors for significant accomplishments will be developed.

5. Final decisions concerning the Earth Team program, its administration, and management rest with SCS.

IV. PERIOD AND TERMS OF THIS MOU

A. Unless terminated under the terms of Section IV, D below, this MOU will remain in full force indefinitely.

B. This memorandum defines in general terms the basis on which the parties will cooperate and, does not constitute a financial obligation to serve as a basis for expenditures. No transfer of funds will be involved under this memorandum.

C. Any transfer of funds or other resources for the purposes of this MOU will be individually authorized by separate agreements against this memorandum, with each activity having a separate plan of work, responsibilities of each party, and a budget developed cooperatively.

D. SCS and EPA will annually review this MOU and amend, extend, or modify it by mutual consent of the authorizing officials. Either party may terminate this MOU by providing a 60-day written notice to the other party.

V. PROVISIONS

A. Service under the Earth Team volunteer program must be without compensation from SCS and may not be used to displace any employee of the Department. Individuals providing voluntary service under this program are not Federal employees, except for the purpose of Chapter 81 of Title 5, United States Code (relating to Workers' Compensation), Sections 2671 through 2680 of Title 28, United States Code (relating to Tort Claims).

B. No member of, or delegate to Congress shall be admitted to any share or part of this agreement or to any benefits that may arise therefrom.

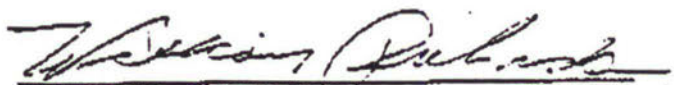
C. All activities under this agreement will be in compliance with the Drug Free Workplace Act of 1988 (Public Law 100-690, Title V, Subtitle D).

D. The program or activities conducted under this agreement or MOU will be in compliance with the nondiscrimination provisions contained in Titles VI and VII of the Civil Rights Act of 1964, as amended; the Civil Rights Restoration Act of 1987, (Public Law 100-259); and other nondiscrimination statutes: Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendment of 1972, and the Age Discrimination Act of 1975. They will also be in accordance with regulations of the Secretary of Agriculture (7 CFR-15, Subparts A and B), which provide that no person in the United States shall on the grounds of race, color, national origin, age, sex, religion, marital status, or handicap be excluded from participation in, be denied

the benefits of, or be otherwise subjected to discrimination under any program or activity receiving Federal financial assistance from the Department of Agriculture or any agency thereof.

VI. AUTHORITY

This MOU is entered into under the authority of Section 1526 of the Food and Agriculture Act of 1981 (Public Law 97-98); Departmental Regulation 4230-1, July 15, 1983.


WILLIAM RICHARDS (Date)
Chief, Soil Conservation
Service


CHRISTIAN HOLMES (Date)
Assistant Administrator,
OA&RM, Environmental
Protection Agency

CHRIS LARSON
Public Affairs Specialist
USDA Soil Conservation Service
P.O. Box 2890, Rm. 6110-S
14th and Independence Ave., SW
Washington, D.C. 20013
202/720-3608
Fax 202/690-1013

**PROPOSAL
FOR A
NATIONAL VOLUNTEER SERVICE ORGANIZATION
TO BE CALLED THE "EARTH TEAM"**

**PRESENTED TO
SECRETARY MIKE ESPY
U.S. DEPARTMENT OF AGRICULTURE**

MARCH 15, 1993

Currently, the U.S. Department of Agriculture's Soil Conservation Service has a national volunteer organization known as the "Earth Team" in place in more than 3,000 SCS field offices nationwide.

Since President Clinton has indicated his desire to establish a national volunteer organization where citizens could help clean up the environment and perform other public service activities in return for college tuition assistance, the President may want to consider using the "Earth Team" as his vehicle to initiate his volunteer public service program.

Last year, SCS Earth Team volunteers donated over 400,000 hours of volunteer services assisting SCS in its mission of protecting our nation's soil and water. These services included helping SCS employees in field offices, assisting district conservationists with soil surveys in the field, and other tasks as required. The "Earth Team" concept could be expanded so that **any** citizen wishing to perform public service work could enter any U.S. government office, not just an SCS office, and be given an application to join the "Earth Team."

The "Earth Team" would not have to be tied to USDA or SCS per se; rather, if the President desires, the "Earth Team" logo and concept could be used as the name and symbol of his national volunteer service organization.

"Earth Team" is a catchy, environmentally-friendly phrase in tune with the youth of today and their activist spirit. It's only two words--but it's a powerful name that could act as the catalyst to attract more volunteers to President Clinton's nationwide organization.

For your consideration, I am enclosing a VHS tape featuring two videos. The first video is "Take Pride in America," another recent national public service campaign designed to promote volunteerism. The tape was produced by USDA. The second video explains the "Earth Team" concept. This video could be shown to President Clinton along with this proposal to better inform him of the national "Earth Team" idea. Also included are two brochures describing the "Earth Team" as it currently exists within SCS.

Thank you for your interest in this proposal. I look forward to hearing from you soon.

The Civilian Conservation Corps: Demonstrating the value of soil conservation

*A public works program of the depression-ridden 1930s
became a godsend to Hugh Bennett in his attempt to show
how land might be farmed within its capabilities*

By Douglas Helms

The Civilian Conservation Corps: Demonstrating the value of soil conservation

A public works program of the depression-ridden 1930s became a godsend to Hugh Bennett in his attempt to show how land might be farmed within its capabilities

By Douglas Helms

MOST conservationists are familiar with the contributions the Civilian Conservation Corps (CCC) made to forestry and recreational projects for the established conservation agencies of the 1930s, the Forest Service and National Park Service. But other agencies or their predecessors, such as the Fish and Wildlife Service, Bureau of Reclamation, Bureau of Land Management, and Soil Conservation Service (SCS), also made use of CCC labor. For example, CCC work enabled SCS to demonstrate the value of conservation activities. The federal role in soil and water conservation, therefore, did not end after the Great Depression and the termination of emergency employment programs.

Today, the CCC is the beneficiary of a positive public reputation that has obscured the history of problems that any large organization of individuals almost necessarily has. But that is not our story for now; it is the CCC's contribution to the cause of conservation.

Putting young men to work

In 1932, one-fourth of America's men between the ages of 15 and 24 could not find work. Another 29 percent worked on-

Douglas Helms is historian, Soil Conservation Service, U.S. Department of Agriculture, Washington, D.C. 20013.

ly part-time (8). Incoming president Franklin D. Roosevelt proposed on March 21, 1933, that Congress create "a civilian conservation corps to be used in simple work, not interfering with normal employment, and confining itself to forestry, the prevention of soil erosion, flood control and similar projects."

Congressional deliberations resulted in several alterations to Roosevelt's proposal, one of which held great significance for the future course of soil conservation. Major Robert Y. Stuart, chief of the Forest Service, asked that state and private land be made eligible as work areas. Otherwise, men from the East would have to be transported west of the Rocky Mountains, where 95 percent of the public domain lay (8). Stuart's argument was persuasive in part. The Act for the Relief of Unemployment allowed soil erosion control work on state and federal land, but restricted work on private land to activities already authorized under U.S. laws, such as controlling fire, disease, and pests in forests and "such work as is necessary in the public interest to control floods." The future of CCC work in soil conservation on private land henceforth depended on interpreting provisions of the act.

On the day Roosevelt signed the bill, Secretary of Agriculture Henry A. Wallace wired each governor to send a representa-

tive to Washington to discuss cooperation on forestry work. He also mentioned the flood control work and surmised that it "probably [included] control of soil erosion."

But soil conservation work was to be severely circumscribed. In April a U.S. Department of Agriculture (USDA) representative met with Roosevelt, who wanted CCC work on erosion and flood control directed to solving flooding problems over broad areas rather than benefiting an individual parcel of land. CCC Director Robert Fechner reiterated the president's reservations about work on private land to the governors in May.

Concern about the public's objections to expenditures of federal funds on private lands caused some of Roosevelt's reservations. He continued to warn Fechner about the criticism that too much work on private land would bring (3, 4). Also, Roosevelt, like many of his contemporaries, too often thought soil conservation required land use changes from cropland to woodland and was unfamiliar with the many conservation practices that could be installed on cropland with CCC labor. But he also had to heed the calls for a full share of CCC camps in those states where the acreage of public land was small. Thus, Roosevelt asked Fechner and Wallace to grant requests from midwestern states for



National Archives

ing the President's instructions because the "Act [CCC] is apparently a forestry Act."

SCS assumes a greater role

If Roosevelt knew, and he probably did not, that soil erosion had been interpreted so broadly, he certainly did not reprimand anyone. The President appreciated an innovative mind, initiative, and a facility for bending the rules. Bennett received a compliment rather than a scolding. Years afterward, he told and retold the story of being summoned to the White House. Roosevelt explained how he, without detailed knowledge of the program, knew Bennett and his colleagues were doing a good job because established agricultural organizations wanted to absorb the new and as yet temporary agency. According to Roosevelt's political instincts, the desire for conquest was a measure of the quality of the prey.¹

But Roosevelt did act to unify the programs by moving SES to USDA in March 1935. Bennett and his group's impressive showing were no small part in the President's decision to support and sign the Soil Conservation Act in April 1935. Later that month the newly renamed Soil Conservation Service took over more than 150 CCC camps previously under the general supervision of the Forest Service.

As the Depression continued, SCS assumed a greater role in supervising youth work through CCC. For example, in fiscal year 1937 an average of 70,000 enrollees occupied about 440 camps. Ninety percent of the camps worked not on the watershed-based demonstration projects but in a work area whose radius encompassed about 25,000 acres. As local communities began organizing soil conservation districts and signing cooperative agreements with USDA in 1937, SCS began supplying a CCC camp to further each district's conservation program (11). During the life of CCC, SCS supervised the work of more than 800 of the 4,500 camps. Black enrollees worked in more than 100 of those camps.

The expanded camp program brought CCC crews to new farming areas with a variety of conservation problems. Nonetheless, a majority of camps were located in the prairie states and eastward, especially the areas of row crop farming in hilly areas under humid conditions. The Reconnaissance Erosion Survey of 1934 provided additional guidance on where demonstrations were most needed. The map of CCC

camps under the expanded program often coincided with maps of the areas of severe erosion.

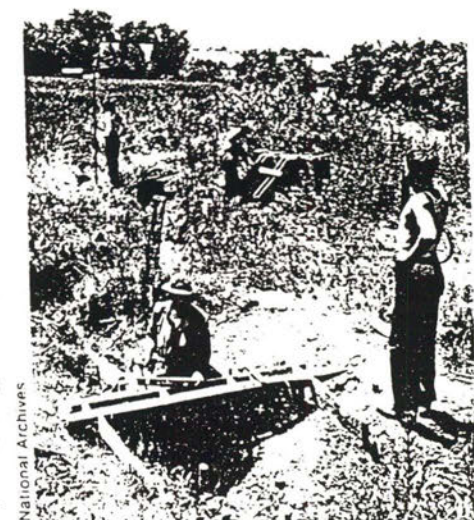
In addition to the type work performed at Coon Valley in a dairying and general farming area, CCC crews also worked with orchardists in the Northeast. There, CCC labor was used as an inducement to get farmers to lay out orchards on the contour, build terraces and provide outlets for established orchards and, most importantly, plant cover crops (9).

An agent of change

Generally, the CCC camps and demonstration projects served as agents for agricultural change. An SCS engineer reported from Columbus, Nebraska, that "the terracing prompted by the camp is the first that has been done in this county." Southern farmers had terraced land for a long time, but feared grassed outlets and waterways as sources of weeds. Thus, camp SCS-2, a black CCC camp at Collierville, Tennessee, received compliments for convincing tenants to accept Bermudagrass outlets and pastures. The project was judged to be the best example of such work in the state. Not one farmer in the Duck Creek Demonstration Project at Lindale, Texas, used Bermudagrass for soil conservation when the project began, but there were 2,138 acres of Bermudagrass a few years later (14). During an era when fertilizer was used sparingly, if at all, on pastures, the labor and supplies available through the CCC made possible a demonstration of the importance of pasture improvement.

As Hugh Benett's plan to work with nature involved more vegetation, especially on highly erodible areas, there was a great need for planting materials. CCC crews worked at the nurseries established in conjunction with demonstration projects. Sometimes a CCC camp worked exclusively at a larger nursery. In 1936, after taking over the Bureau of Plant Industry's erosion nurseries, SCS had 48 major nurseries, which produced 130 million trees and seedlings for the CCC work areas and demonstration projects. CCC crews took to the pastures, range, and woods in the same year and collected 664,973 pounds of native grass seed and 1,647,064 pounds of conifer and hardwood seed for nursery stock (10).

Collecting grass seed was also part of the conservation program in semiarid areas, where regeneration of rangeland for grazing often involved CCC work in seeding and fencing for grazing distribution and contour furrowing, developing springs,



Operating terracing equipment (top), Yanceyville, North Carolina, May 1940. Building and installing forms and cement drops in an irrigation distribution channel (bottom), Weiser, Idaho, June 1941.

and building water spreaders and stock water dams for water conservation. Enrollees at Camp SCS-4 near Huron, South Dakota, for instance, spent most of their time in 1938 and 1939 building stockwater ponds. During the life of the SCS-supervised camps, enrollees built 134,167 miles of contour furrows to improve range and reduce erosion.

In areas of small, irrigated farms, work on leaky canals, overuse of water, and control of erosion on steep, irrigated slopes had to be incorporated into the program to attract cooperation. One strength of CCC and SCS leaders was their ability to recog-

¹Bennett, Hugh H. "To the Rescue of Soil Conservation." Address to the National Association of Soil Conservation Districts, San Diego, California, February 2, 1955.

nize the need for new work and add it to the conservation program and concept.

Further west the mediterranean climate made the Pacific Coast a prime area for vineyards and orchards. As it did for orchards of the Northeast, SCS promoted contour planting and cover crops. Winter cover crops were particularly important on the Pacific Coast, where much of the rain falls during those months. On the Corralitos Creek Demonstration Project at Watsonville, California, enrollees worked on 29 miles of terraces and grade ditches and constructed 33 major outlet structures.

A public land focus too

CCC work on farms and ranches provided the model for future SCS work with landowners. But CCC and SCS established some of their larger, coordinated projects on federal and state lands. The Rio Grande watershed above Elephant Butte Reservoir in New Mexico included both public and private lands. The reservoir, a Bureau of Reclamation project, had a capacity of 2.6 million acre-feet of water when completed in 1917. In the fall of 1935, SCS began deploying CCC camps to work on conservation measures to slow siltation of the reservoir. By 1937 silt had reduced the reservoir capacity 20 percent.

Enrollees from seven camps worked above the dam, while those from three camps below the dam concentrated on flood control for the towns. Within a year the 10 camps built 14 large impoundment dams and 49 smaller ones for stockwater and flood control, 6 miles of fence, and 900 miles of contour furrows. They dug 123,000 feet of ditches to divert water from gully heads. To further control gullies, they built 30,000 check dams, seeded or sodded 19.6 million square yards on banks, and planted 407,000 trees (1).

Some projects combined flood control for towns with water retention for agricultural uses. Camp SCS-4-N built a 2,400-foot, wire-bound rock diversion structure across Angel Canyon to protect El Rito, New Mexico, from flooding. The water was diverted along a 20,000-foot dike, where waterspreaders carried it to cultivated land and improved pasture.

Camp SCS-25 at Safford, Arizona, developed water spreaders for water infiltration on state lands in the Gila River Valley. Camp SCS-7 at Leeds, Utah, developed levees and dikes and built flood-control devices to protect irrigation systems.

Native American CCC enrollees worked under the auspices of the U.S. Department of the Interior's Indian Service, which carried out the functions of feeding, clothing,

and transporting enrollees that the U.S. Army performed for other camps. SCS developed land management plans for several reservations, including the largest SCS work area, the Navajo Project. Along with other laborers, the Indian CCC workers installed numerous measures from the reservation's conservation plan (5, 6).

Enrollees at camp SCS-7, Warrenton, Oregon, participated in a project that became internationally known to experts on coastal sand dunes. A jetty built at the mouth of the Columbia River in the late 19th century resulted in scouring of the channel bottom. The sand drifted down the coast to be driven inland by strong winds onto the overgrazed sand dunes. This combination of events caused a wide sand flat, often covered by water at high tide. CCC enrollees logged and split fire-killed timber, donated by the county, to build a picket fence along the beach. They then planted European beachgrass on the dune that formed over the picket fence. The work restored the coastal area as a popular recreational site (2, 7).

Cooperative agreements with state highway departments allowed CCC enrollees to work on roadside erosion problems. Before the close of the CCC camps, 841 miles of roadside demonstration projects were completed (12).

To be sure, not all of the ideas for conservation originated with SCS. Local communities and states brought their problems to the attention of SCS and CCC officials. When the CCC program began, the Kansas Forestry, Fish, and Game Commission announced that it wanted to construct a series of lakes in state parks with CCC labor. The commission met objections that large structures were out of the purview of the CCC by agreeing to pay for materials and design work. The Forest Service supervised the work until SCS became part of USDA. The construction of each dam required the fulltime work of a CCC camp. The camps built at least seven lakes larger than 100 acres.

CCC valuable to SCS

In retrospect, the material accomplishments of CCC activities, while important, seem less important than the educational experience for conservation. The work of the CCC crews was valuable to Bennett in proving the validity of his ideas about the benefits of concentrated conservation treatment of an entire watershed. The large-scale approach also permitted experimentation. Few of the conservationists' techniques were new, but the process of fitting them together was. The work led to

the refinement and improvement of conservation measures still used today.

This experience, among both SCS staff and the enrollees, provided a trained, technical core of workers for SCS for years to come. Former enrollees joined the staff, and during the early years, CCC funds provided for nearly half of the agency's workforce.

In addition to contributing to the passage of the Soil Conservation Act of 1935, the CCC also was instrumental in helping the soil conservation district movement off to a healthy start. When the states began enacting soil conservation district laws in 1937, it came as no surprise to the SCS field force that the first districts were organized near CCC camp work areas.

CCC's real contribution, however, lay in proving the feasibility of conservation. The positive public attitude associated with CCC work, including soil conservation, helped to create an atmosphere in which soil conservation was regarded, at least in part, as a public responsibility.

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Lloyd Wright
Paula Jones

SCS

LLOYD, JOEL ASKED THAT I FAX THIS REQUEST FOR WRITTEN INFORMATION TO SCS AND THE FOREST SERVICE IN PREPARATION FOR TUESDAY'S MEETING. IN ADDITION, JOEL WANTS TO MEET WITH WHOMEVER IS GOING TO THE REVIEW FROM SCS AT 7 A.M. IN HIS OFFICE, 538-A TO FURTHER PREPARE FOR THE MEETING AT 12:30 P.M. AT THE DOUBLETREE HOTEL, 1515 RHODE ISLAND AVE. NW.

ALSO, HERE IS THE INFORMATION ON TRAVEL ARRANGEMENTS AND GETTING FUNDING FROM THE CORPORATION FOR YOUR SCS PERSON TO COME NEXT TUESDAY TO ATTEND THE MEETING. CALL 1-800-845-3704, TELL THEM THAT YOU ARE ATTENDING THE AMERICORPS REVIEW. ANY PROBLEMS, CONTACT KATE HUBBARD AT 606--5000 EXTENSION 134 AT THE CORPORATION.

IF AT ALL POSSIBLE, PLEASE SUBMIT THE ANSWERS TO THE FOLLOWING QUESTIONS IN WRITING TO JOEL BERG'S OFFICE BY 8 A.M. TUESDAY, MAY 31. THE ANSWERS WILL BE USED DURING A REVIEW OF OUR PUBLIC LANDS AND ENVIRONMENT PROPOSALS BEFORE A PANEL OF PEOPLE FROM THE CORPORATION FOR NATIONAL AND COMMUNITY SERVICE ON TUESDAY, MAY 31 FROM 12:30 P.M. - 2:30 P.M.

FAX - 202 720-4614

Questions

1. Name the director at each project site and describe their ability to run ~~the~~ their program and their workload.
2. How are you going to recruit team leaders at each site and what are the qualifications and what training will be provided to make sure that they can manage a team and their host organization/agency? Will you have USDA employees as crew leaders? Besides crew leaders, USDA employees be working in the project in what other capacities, who are they, and from what agencies?
3. What agency is serving as the lead agency at each project site? Do they get the money? How were the partnerships with the Youth Corps identified? What will be the fiscal and programmatic arrangements at each site? Are you confident that your corps partners will get the job done at each site? What is their track record in producing measurable results?
4. Where are sites that could have more people? Which sites are the most developed from the department's perspective? Which one's fit internal department priorities?

Soil Conservation Service

SLS

AMERICORPS PROJECT SELECTIONS

DRAFT
Approximate

Alaska

RURAL DEVELOPMENT CORPS

✓Appalachia Area (Ky, TN, GA)	20
→ R.D. ✓Mississippi Delta Area (AR, LA, MS)	20
Northeastern US	
✓New Jersey	30
✓Maine	4 + 1 = 5
✓Southern US South Carolina	20
Midwestern US Minnesota	10
Western US	
✓Four Corners	20
NW Economic Development Initiative ¹	20
✓California ²	17

ENVIRONMENTAL CORPS

Kansas	20
Kansas Habitat Development & Restoration	
Oklahoma	40
Oklahoma Public Lands Restoration & Development & Conservation Education	
Texas	18 + 2 = 20
Coastal Shoreline Protection	

FLOOD RECOVERY AREA²

Illinois	25
Illinois Flood Recovery	
Missouri, South Dakota, Minnesota, Nebraska, Kansas, Wisconsin, and Iowa	28
Flood Recovery	
North Dakota	10
Emergency Watershed Protection Recovery Effort	

75 2 mil.
emergency
work

AZ, CA, WA, AK

Soil Conservation Service

URBAN RENEWAL³

✓ Atlanta	20
Urban Plant Material Project	
✓ Boston	10
Environmental Justice	
East Saint Louis	20
Citizen Environmental & Land-Use Improvement Project	
✓ New Jersey	30
Implementation of an Urban Conservancy within a Multi-County Environment - The Arthur Kill Watershed	
✓ Washington, D.C.	10
Urban Revitalization	
✓ Portland	<u>20</u>
Adult Conservation Training Program	

TOTAL 412

17

429

¹ Includes the Salmon Initiative

² Emergency money - 94 funds

³ Three other urban pilots could be included.

Forest Service

3/31/94

Tentative Final FS Projects (Pending ability to finance within total USDA proposal)

REGION	STATE	NUMBER OF Participants
Region 2	- Colorado	Total Approx. 480
	Rio Grande	
Region 3	- Arizona	
	AZland	
Region 5	- California	
	San Bernadino NF- Lead	
	Other Forests project sites	
Region 6	- Washington	
	Olympic	
	- Oregon	
	Katydid -	
Region 8	- Arkansas	
	Marana	
	- Mississippi	
	Miss. NFp (Hattiesburg)	
Region 9	- Vermont	
	Green Mountain	
	- New Hampshire	
	White Mountain	
	- Minnesota	
	Superior NF	
Region 10	- Alaska	
	Juneau/SAGA Conserv. Corps	

EAST: DIA GELBURD SOUTHEAST: DWIGHT HO AN

CT 00 Carolyn	Margo Wallace (203-487-4013)	AL 12 Julie	Ronnie Murphy (334-887-4535)
DE 01 Georgia	Elesa Cottrell (302-678-4160)	FL 13 Linda	T. Niles Glasgow (904-338-9500)
MA 02 Jean	Cecil Currin (413-253-4351)	GA 14 Theresa	Earl Cosby (706-546-2272)
MD 03 Jeanette	Jeri Berc (410-757-0861)	KY 15 Cassie	Billy Milliken (606-224-7350)
ME 04 Elaine	David Mussulman (207-866-7241)	MS 16 Judi	Homer Wilkes (601-965-5205)
NH 05 Priscilla	Dawn Genes (603-433-0505)	NC 17 Charlene	Dick Gallo (919-790-2888)
NJ 06 Nancy	Wayne Maresch (908-246-1205)	PR 18 Nilda	Juan Martinez (809-766-5206)
NY 07 Laurie	Richard Swenson (315-477-6504)	SC 19 Caroline	Mark Berkland (803-765-5681)
PA 08 Rosie	Janet Oertly (717-782-2202)	TN 20 Paula	Jerry Lee (615-736-5471)
RI 09 Mary	Anthony Dore' (401-828-1300)	VA 21 Carol	Denise Doetzer (804-287-1691)
VT 10 Carole	John Titchner (802-951-6795)		
WV 11 Roseanne	Lee Bensey(304-291-4153)		

WEST: EUGENE ANDREUCCETTI**MIDWEST: CHARLES WHITMORE**

AZ 22 Shirley	Michael Somerville (602-280-8808)	IL 33 Kristi	Thomas Christensen (217-398-5267)
AK 23 Hazel	Steven Probst (907-271-2424)	IN 34 Charlotte	Robert Eddleman (317-290-3200)
CA 24 Rachel	Hershel Read (916-757-8215)	IA 35 Shelly	LeRoy Brown (515-284-6655)
HI 25 Lorraine	Ken Kaneshiro (808-541-2601)	MI 36 Merita	Carol Jett (517-337-6701)
ID 26 Janene	Luana Kiger (208-334-1601)	MN 37 Margie	William Hunt (612-290-3675)
NM 27 Rita	Rosendo Trevino (505-761-4400)	MO 38 Jean	Roger Hansen (314-876-0901)
NV 28 Jean	William Goddard (702-784-5863)	OH 39 Nancy	Lawrence Clark (614-469-6962)
OR 29 Betty	Robert Graham (503-414-3201)	WI 40 Diane	Patricia Leavenworth (608-264-5577)
UT 30 Linda	Phillip Nelson (801-524-5051)		
WA 31 Carolyn	Lynn Brown (509-353-2337)		
PB 32 Toni	Joan Perry (9-011-671-477-5940)		

NORTHERN PLAINS: JEFF VONK**SOUTH CENTRAL: JUDITH JOHNSON**

CO 41 Linda	Duane Johnson (303-236-2886)	AR 48 Vickie	Thomas Wehri (501-324-5445)
KS 42 Karen	James Habiger (913-823-4565)	LA 49 Betty	Donald Gohmert (318-473-7751)
NE 43 Chris	Stephen Chick (402-437-5300)	OK 50 Linda	Ronnie Clark (405-742-1200)
ND 44 Debbie	Scott Hoag (701-250-4421)	TX 51 Enedina	Harry W. Oneth (817-774-1214)
MT 45 Barbara	Richard Gooby (406-587-6813)		
SD 46 Marilyn	Dean Fisher (605-352-1200)		
WY 47 Cherie	Lincoln E. Burton (307-261-5201)		

52 RC (E) 720-3587	58 J.Tatum 690-2877	64 Int.Con. 720-2218	70 Ft.Collins 303-282-1974	76 PUBS 720-5157
53 RC (SE) 404-347-6105	59 IRM HELP 690-1000	65 WPD 720-3527	71 OGC 720-5566	77 CCU
54 RC (SC) 817-334-5253	60	66 Soils 720-1820	72 NACD 547-6223	78 Max Schnepf
55 RC (MW) 608-224-3000	61	67 CEAD 720-1845	73 Contractors 720-6857	79 Margaret/NRE
56 RC (NP) 402-437-5315	62 Strat.Issues 690-2500	68 HR 720-2227	74 American Exp. 863-4261	
57 RC (W) 916-498-5284	63 BP&A 720-4533	69 SEU 720-5748	75 Voice Com 1-703-841-7120	

Date: Wed Feb 8 20:32:19 GMT 1995
Delivery-Date: Wed Feb 8 15:32:23 EST 1995
From: hqads01!hqhr001!opbr
Subject: New Selected Conservationists
To: !a16scs:scs
To: !a16hreeo:hreeo
To: Jack L CREWS <!a16jcrews>
Content-Length: 1185

The following employees have been selected to serve as State Conservationists for the Natural Resources Conservation Service, formerly the Soil Conservation Service:

William Hunt, Deputy State Conservationist, Harrisburg, Pennsylvania to State Conservationist, NRCS, St. Paul, Minnesota, effective March 19, 1995.

Rosendo Trevino, III, Natural Resources Manager, Wetlands Team, Washington, D.C. to State Conservationist, NRCS, Albuquerque, New Mexico, effective March 5, 1995 (Tentative).

Roger L. Bensey, Jr., Associate Director, West National Technical Center, Portland, Oregon to State Conservationist, NRCS, Morgantown, West Virginia, effective April 2, 1995.

Luana E. Kiger, Supervisory Resource Conservationist, Portland, Oregon to State Conservationist, NRCS, Boise, Idaho, effective March 15, 1995.

Janet L. Oertly, Area Conservationist, Rensselaer, Indiana to State Conservationist, NRCS, Harrisburg, Pennsylvania, effective March 19, 1995.

Lincoln E. Burton, Deputy State Conservationist, Spokane, Washington to State Conservationist, NRCS, Casper, Wyoming, effective April 2, 1995.

MARTHA G. MARBURY
Acting Director, Human Resources
Management Division

Date: Tue Feb 7 16:48:06 EST 1995
Delivery-Date: Tue Feb 7 16:48:02 EST 1995
From: Diana F Morse <!a16dmorse>
Phone: +1 202 447 4772
Subject: SWCS Chapter Meeting
To: !a16scs:nhq
Content-Length: 348

"The following is an updated list of the key officials in National Headquarters."

NEW NRCS LEADERSHIP STRUCTURE

Paul W. Johnson - Chief
Pearlie S. Reed - Associate Chief

Strategic Natural Resource Issues Staff

William E. Gardner - Acting Special Assistant
Mary P. Thomas - Acting Special Assistant
Ann E. Carey - Acting Special Assistant
Barbara T. Osgood - Acting Special Assistant
Peter M. Tidd - Acting Special Assistant
John P. Burt - Acting Special Assistant
Gary A. Margheim - Acting Special Assistant
Max Schnepf - Acting Special Assistant

Regional Conservationists

Diane E. Gelburd - Acting Regional Conservationist,
East (Beltsville, Maryland)
Charles Whitmore - Acting Regional Conservationist,
Midwest (Milwaukee, Wisconsin)
Eugene E. Andreuccetti - Acting Regional Conservationist,
West (Sacramento, California)
Jeffrey R. Vonk - Acting Regional Conservationist,
Northern Plains (Denver, Colorado)
P. Dwight Holman - Acting Regional Conservationist,
South (Atlanta, Georgia)
Judith K. Johnson - Acting Regional Conservationist,
Southwest (Albuquerque, New Mexico)

Deputy Chief for Management and Strategic Planning

- Sherman L. Lewis

Clarence Austin,
Director

- Management Services Division

Martha Marbury,
Acting Director

- Human Resources Mgt. Division

Patricia Brown,
Director

- Financial Management Division

Bernard Shafer,
Acting Director

- Information Resources Mgt.

Arun Basu,
Acting Director

- Civil Rights Division

Kathy Gugulis,

Acting Director	-	Quality Management & Program Eval. Division
Deputy Chief for Soil Science & Resource Assessment	-	Richard L. Duesterhaus
Richard Arnold, Director	-	Soils Division
Peter Smith, Acting Director	-	Natural Resource Inventory Division
Gary Nordstom, Acting Director	-	Biological Conservation Sciences Division
Robert Shaw, Director	-	Conservation Engineering Division
Jerry Hammond, Acting Director	-	Resource Economics and Soils Sciences Division
Maurice Mausbach, Acting Director	-	Soils Quality Institute
Deputy Chief for Natural Resource Conservation Programs	-	Thomas A. Weber, Acting
Lloyd Wright, Director	-	Community Assistance & Resource Division
Richard Gooby, Acting Director	-	Conservation & Ecosystem Assistance Division
Robert Reaves, Acting Director	-	Budget Planning & Analysis Division
Scott Hoag, Acting Director	-	Watershed Planning & Restoration Division
Foy Hendricks, Acting Director	-	International Conservation Division

Identification of "Acting" NTC Directors was provided in an earlier FTS 2000 Telemail Message.

CARD

NATURAL RESOURCES CONSERVATION SERVICE

OFFICE OF THE CHIEF

Paul W. Johnson
Pearlie S. Reed
Danny D. Sells

Chief
Associate Chief
Special Assistant to Chief & Director, Legislative Affairs

REGIONAL CONSERVATIONISTS

Diane E. Gelburd
Charles Whitmore
Eugene E. Andreuccetti
Jeffrey R. Vonk
P. Dwight Holman
Judith K. Johnson

Regional Conservationist, East (A)
Regional Conservationist, Midwest (A)
Regional Conservationist, West (A)
Regional Conservationist, Northern Plains (A)
Regional Conservationist, South (A)
Regional Conservationist, Southwest (A)

MANAGEMENT

Sherman L. Lewis
Bob Langan
Patricia J. Brown
Jack L. Crews
Arun C. Basu
Katherine Gugulis
Bernard Schafer

Deputy Chief, Management
Director, Human Resources Management Division (A)
Director, Financial Management Division
Director, NHQ Administrative Support Division
Director, Civil Rights & Employee Opportunity Division (A)
Director, Quality Management & Program Evaluation (A)
Director, International Resource Management Division (A)

SOIL SCIENCE AND RESOURCE ASSESSMENT

Richard L. Dueterhaus
Richard W. Arnold
Laurie Mausbach
Peter F. Smith
Gary Nordstrom
Robert R. Shaw
Jerome J. Hammond

Deputy Chief, Soil Science and Resource Assessment (A)
Director, Soils Division
Director, Soils Quality Division (A)
Director, Natural Resources Inventory Division (A)
Director, Biological Conservation Sciences (A)
Director, Conservation Engineering (A)
Director, Resource Economics & Social Sciences Division (A)

NATURAL RESOURCES CONSERVATION PROGRAMS

Thomas A. Weber
Lloyd E. Wright
Richard Gooby
Robert Reeves
Scott Hoag, Jr.
Foy Hendricks

Deputy Chief, Natural Resources Conservation Programs (A)
Director, Conservation Assessment & Resource Development Division
Director, Conservation Economics Division (A)
Director, Budget Planning Division (A)
Director, Watershed Planning & Restoration Division (A)
Director, International Conservation Division (A)

STRATEGIC NATURAL RESOURCES ISSUES STAFF

William E. Gardner
Barbara T. Osgood
Mary P. Thomas
Ann E. Carey
Peter M. Tidd
John P. Burt
Gary A. Margheim
Max Schnepf

Special Assistant, Strategic Natural Resources Issues Staff (A)
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Special Assistant, Strategic Natural Resources Issues Staff (A)

NATIONAL WETLANDS TEAM

Billy Teels
Warren Lee

Co-Leader, National Wetlands Staff
Co-Leader, National Wetlands Staff

CARD Division:

The following illustrates the new NRCS structure, effective as of January 9, 1994. Any correspondence with states should be carbon copied to the appropriate Regional Conservationist as indicated by the chart.

In addition, other Deputy Chief area positions are currently filled as follows:

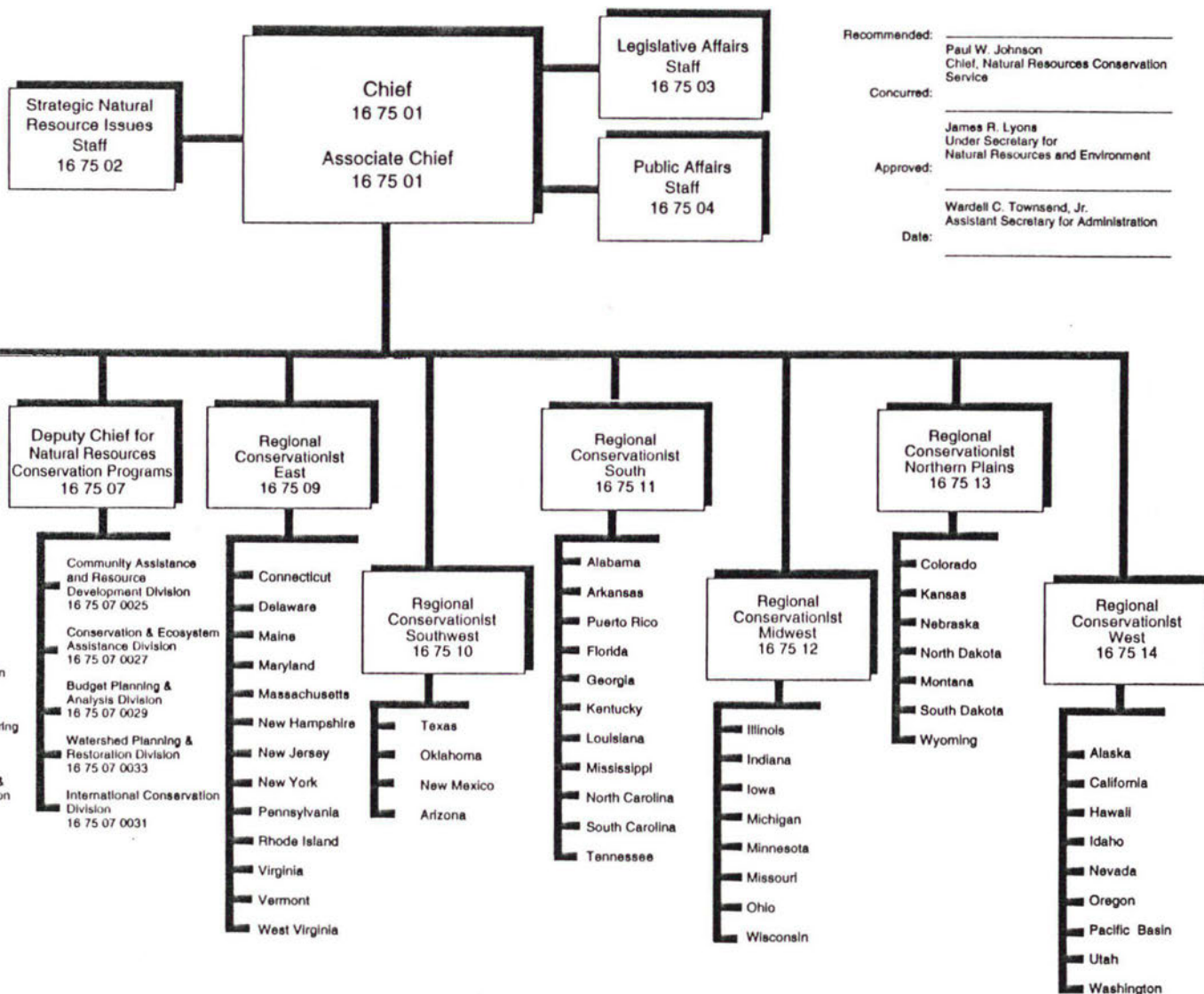
Sherman L. Lewis, Deputy Chief for Management

Richard L. Duesterhaus, Acting Deputy Chief for Soil Science and
Resource Assessment

New NRCS Organization Chart

United States
Department of
Agriculture

Natural Resources
Conservation
Service



Recommended: Paul W. Johnson
Chief, Natural Resources Conservation
Service

Concurred: James R. Lyons
Under Secretary for
Natural Resources and Environment

Approved: Wardell C. Townsend, Jr.
Assistant Secretary for Administration

Date:

The mission of the Natural Resources Conservation Service is to provide leadership and administer programs to help people conserve, improve, and sustain our natural resources and environment.

Supersedes chart dated
1/21/93

CARP

NATURAL RESOURCES CONSERVATION SERVICE

OFFICE OF THE CHIEF

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Danny D. Sells

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Associate Chief
Special Assistant to Chief & Director, Legislative Affairs

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Director, International Resource Management Division (A)

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Director, Soils Division
Director, Soils Quality Division (A)
Director, Natural Resources Inventory Division (A)
Director, Biological Conservation Sciences (A)
Director, Conservation Engineering (A)
Director, Resource Economics & Social Sciences Division (A)

ECOSYSTEM
ASSESSMENT

NATURAL RESOURCES CONSERVATION PROGRAMS

Thomas A. Weber
Lloyd E. Wright
Richard Gooby
Robert Reeves
Scott Hoag, Jr.
Foy Hendricks

Deputy Chief, Natural Resources Conservation Programs (A)
Director, Conservation Assessment & Resource Development Division
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Director, International Conservation Division (A)

ASSESSMENT

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Billy Teels
Warren Lee

Co-Leader, National Wetlands Staff
Co-Leader, National Wetlands Staff



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East-	Diane E. Gelburd
South-	P. Dwight Holman
Midwest-	Charles Whitmore
Northern Plains-	Jeffrey R. Vonk
West-	Eugene E. Andreuccetti
Southwest-	Judith K. Johnson

Acting Deputy Chief for Natural Resources Conservation Programs

Thomas A. Weber

Deputy Chief for Management

Sherman L. Lewis

Acting Deputy Chief for Soil Science and Resource Assessment

Richard L. Duesterhaus

Programs Divisions and Directors

Lloyd E. Wright, Director
Community Assistance and Resource Development Division

Richard J. Gooby, Acting Director
Conservation & Ecosystem Assistance Division

Robert K. Reaves, Acting Director
Budget Planning and Analysis Division

Scott Hoag, Acting Director
Watershed Planning and Restoration Division

Foy D. Hendrix, Acting Director
International Conservation Division



EAST (Beltsville, MD) Diane Gelburd

CT (53-Storrs)....Margo L. Wallace (203-487-4013)
DE (54-Dover).....Elesa K. Cottrell (302-678-4160)
MA (55-Amherst)...Cecil B. Currin (413-253-4351)
MD (56-Annapolis).Jeri Berc (410-757-0861)
ME (57-Orono).....David L. Mussulman (207-866-7241)
NH (58-Durham)....Dawn W. Genes (603-433-0505)
NJ (59-Somerset)..Gail E. Updegraff (908-246-1205)
NY (60-Syracuse)..Richard D. Swenson (315-477-6504)
PA (61-Harrisburg)Janet L. Oertly (717-782-2202)
RI (62-Warwick)...Anthony T. Dore (401-828-1300)
VT (64-Winooski)..John C. Titchner (802-951-6795)
WV (65-Morgantown)Roger L. Bensey, Jr. (304-291-4153)

MIDWEST (Madison, WI) Charles Whitmore

IL (40-Champaign).Thomas W. Christenson (217-398-5267)
IN (41-Indianapolis)Robert L. Eddleman (317-290-3200)
IA (42-Des Moines)Leroy Brown, Jr. (515-284-6655)
MI (44-E.Lansing).Carole Jett (517-337-6701)
MN (45-St. Paul)...William Hunt (612-290-3675)
MO (46-Columbia)..Russell Mills (314-876-0901)
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WY (37-Casper)...Lincoln E. Burton (307-261-5201)

WEST (Sacramento, CA) Eugene E. Andreuccetti

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UT (35-Salt Lake City)Phillip J. Nelson (801-524-5051)
WA (36-Spokane).....Lynn A. Brown (509-353-2337)
PB (38-Agana,Guam)....Joan Perry (9-011-671-477-5940)

SOUTHEAST (Atlanta, GA) Dwight Holman

AL (67-Auburn).....Ronnie D. Murphy (205-887-4535)
FL (69-Gainesville)T. Niles Glasgow (904-338-9500)
GA (70-Athens).....Earl Cosby (706-546-2272)
KY (71-Lexington)..Billy Milliken (606-224-7350)
MS (73-Jackson)....Holmer L. Wilkes (601-965-5205)
NC (74-Raleigh)....Richard A. Gallo (919-790-2888)
PR (76-Hato Rey)...Juan Martinez (809-766-5206)
SC (77-Columbia)...Mark W. Berkland (803-765-5681)
TN (78-Nashville)..Jerry S. Lee (615-736-5471)
VA (63-Richmond)...Margaret D. Doetzer (804-287-1691)

SOUTH CENTRAL (Ft. Worth, TX) Judy Johnson

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LA (72-Alexandria).Donald W. Gohmert (318-473-7751)
OK (75-Stillwater).Bobbie Jack Jones (405-742-1200)
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United States
Department of
Agriculture

Soil
Conservation
Service

1606 Santa Rosa Road, Suite 209
Richmond, Virginia 23229-5014

Folder Pl

Subj: PER - Community Service Projects

Date: January 6, 1994

To: Richard L. Duesterhaus
Assistant Chief, NE
Soil Conservation Service
Washington, DC

File Code: 360

Attached is a list of projects we believe would lend themselves to public service activities by students under the National Community Service Act. We are confident Soil and Water Conservation Districts and RC&D Councils would support the involvement of students in these project areas.

Stephen Black
George C. Norris
State Conservationist

actms

Encl.



The Soil Conservation Service
is an agency of the
Department of Agriculture

PROJECTS IN VIRGINIA IN WHICH STUDENTS COULD WORK AS PART OF THE
NATIONAL COMMUNITY SERVICE ACT

- The Rail to Trail Recreation Project - Old Dominion RC&D
This involves converting an old railroad track into a hiking/biking trail running through southside Virginia.
- Tourism Survey and Promotional Project - Tidewater RC&D
- Middle Fork Holston Stream Improvement Project - New River/
Highlands RC&D
- Newspaper Shredding for Poultry Litter Project - Eastern Shore RC&D
- Fontane Creek Stream Improvement Committee - Emporia-Albemarle/
Pamlico Project
- Chestnut Creek Watershed Improvement Project - New River SWCD
- Holmon's Creek Watershed Improvement Project - Lord Fairfax SWCD
- Urban Conservation Office - Northern Virginia SWCD

FAX TRANSMITTAL

FROM

SCS - NEW HAMPSHIRE

DATE: 1-7-94

NUMBER OF PAGES (INCLUDING THIS TRANSMITTAL SHEET): 2

TO: Rich Dvesturham
Assistant Chief - Northeast

FROM: Dawn Benes
STC - NH

COMMENTS: ① No problem in NH with
discrepancies in base acreage and
high residue crops in FSA plans

② Nat. Service Corps Thoyats - as
requested.



USDA, Soil Conservation Service
Federal Building
Durham, New Hampshire 03824-1499

FAX Only: (603) 868-5301
Voice: (603) 433-0505
(603) 868-7581

United States
Department of
Agriculture

Soil
Conservation
Service

2 Madbury Road
Durham, NH 03824
603-868-7581

January 7, 1994

TO: Rich Duesterhaus, Assistant Chief

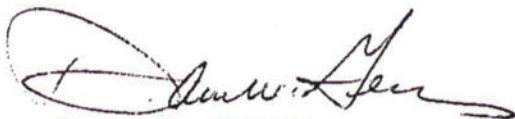
SUBJECT: National Service Corps

New Hampshire could benefit from the participation of students in the National Service Corps. However we could probably only utilize two statewide with our current situation. We are already using University of New Hampshire students and students from Antioch's Environmental Studies graduate program.

The types of jobs that we feel the students could help with are those that are more project oriented where thier time is spent on research or making data collection contacts with agencies and towns. Our latest work, the Watershed Watch Manual, developed by Alan Ammann as a tool for lay people to learn to recognize if NPS pollution is occurring and if so, what BMPs may be needed. This is an excellent tool but we do not have the manpower to get out the word from town-to-town and get local people started.

Other projects include a need to update our crop yield data corresponding with certain soil types. Inventories of streambank erosion on the Connecticut River are needed. The RC&D areas would have no trouble identifying projects for summer students as well.

This program should have a coordinator at the national level that would make the Department of Labor contacts, secure the funding for the positions, and provide guidance to the states. This will make the program more efficient and increase the uniformity of administration from state to state.



Dawn W. Genes
State Conservationist



United States
Department of
Agriculture

Soil
Conservation
Service

1370 Hamilton Street
Somerset, New Jersey
08873

Folder 12

Subject: PERS - Employment (National and
Community Service Corps)

Date: January 6, 1993

To: Richard L. Duesterhaus
Assistant Chief, NE
USDA Soil Conservation Service
Washington, DC

File code: 360

The National and Community Service Corps program presents SCS and local soil conservation districts with an excellent opportunity to match conservation program demands with the skills and interests of participating students.

The program would benefit both SCS and SCD's by enabling them to accomplish a greater number of high priority goals. The student would benefit from actual work experience by having the opportunity to observe, participate in, and discuss all aspects of the job.

SCS and SCD's could provide work experiences in the following areas:

- Soil mapping
- Soil transects
- Engineering surveys
- Stormwater permit analysis
- Basic soil erosion and sediment control review under Chapter 251
- Watershed database
- Resource inventories
- Environmental education
- Outdoor classrooms
- Layout of basic conservation practices
- Design of basic conservation practices
- Construction checks of conservation practices
- Digitizing of maps
- Map compilation
- Assisting with hydraulic and hydrologic studies
- Collecting crop yield data
- Water table monitoring



The Soil Conservation Service
is an agency of the
United States Department of Agriculture

AN EQUAL OPPORTUNITY EMPLOYER

Photography

Documenting plant growth parameters

Assisting in field evaluation planting

Assisting in development of standards and
specifications

Literature search

Constituency relations

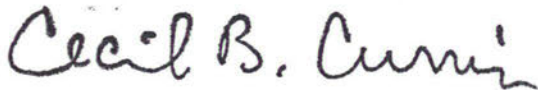
Pamphlet design

Developing reports

Computer support and maintenance

Legal assistance for appeals on HEL and wetlands

Providing students with hands-on experience will also assist them in planning graduate studies and in their career development. In addition, the Service Corps will provide SCS and SCD's an opportunity to recruit the very best students.



CECIL B. CURRIN
State Conservationist

cc: Samuel Race, Executive Secretary, State Soil
Conservation Committee
State Office Management Staff



United States
Department of
Agriculture

Soil
Conservation
Service

Northeast NTC
160 East 7th Street
Chester, PA 19013
(215) 499-3901

Fdder Per

Subject: Use of College Students

Date: January 5, 1994

To: Richard Duesterhaus
Assistant Chief, Northeast
Soil Conservation Service
Washington, DC

File Code: 360

This is in reference to Paul Johnson's request for ideas on how the SCS can utilize college students in the program that President Clinton is proposing for assisting students to help pay their student loans.

The Northeast NTC can use these college students and recent graduates in any area that we have technical disciplines. Some examples:

1. There is always a need for literature searches and drafting technical material for the states.
2. There is a great need at the state level for digitizing soils survey maps.
3. Cultural resources or archaeologists to help Jeff Kenyon.
4. We could use engineers, soil scientists, economists, GIS, etc.
5. Computer specialists and programmers are always needed.

For the past two years, we have had two college students from Delaware State (1890 School) helping the Economics staff and the Public Affairs Specialist.

We can utilize many different types of disciplines very effectively here at the NTC, if they were available. Of course, the big question is who picks up the tab for their salary? Hope this adds some ideas to those you have already received, Rich. Thanks alot.

ARTHUR B. HOLLAND
Director



The Soil Conservation Service
is an agency of the
Department of Agriculture



United States
Department of
Agriculture

Soil
Conservation
Service

John Hanson Business Center
339 Busch's Frontage Road, Suite 301
Annapolis, Maryland 21401-5534

December 27, 1993

Handwritten signature/initials

SUBJECT: National Service Corps

TO: Richard L. Duesterhaus
Assistant Chief - Northeast
USDA, Soil Conservation Service
Washington, DC

During our recent orientation session with Chief Designate Paul Johnson the subject issue surfaced. You requested ideas for using such people in conservation district activities. Here are my ideas.

SCS Plant Material Centers offer a ready made environment for learning and tangible contribution in the world of plant science. There are hands on activities either in the greenhouse or on the land awaiting inquisitive minds.

Conservation Districts are delineating small watersheds that fit the 14 digit criteria. These are essentially "neighborhood" watersheds. Corps members could be recruited to support NPS activities in these watersheds. This would have added significance of being near home and "cleaning up the neighborhood"!

A simple MOU between a District and County or Town Highway Department could open the opportunity to use Corps members with countless landscaping projects for soil erosion control and beautification. This could also have tremendous visibility and citizen impact.

An obvious activity is the daily conservation district field office delivery system. Every office could use a half dozen persons to assist with meaningful projects in the field or in the office. Education is always a side benefit.

Water quality monitoring in streams, lakes, and estuaries is an ongoing need. This activity is a vital ingredient needed by planners and decision makers.

There is an increasing need for "scouts" in Integrated Pest Management work in agricultural areas. Corps members can be quickly trained for this activity. It is the back bone to timing pesticide application. A career in Entomology could emanate from this simple activity.

Non structural shoreline stabilization activity is in demand in every Conservation District with coast line. This is a growing science that might capture interest for a certain few.

I guess the list is endless. These are a few ideas that tie to specific tangible, meaningful activities.

Handwritten signature of Robert J. Klumpe

ROBERT J. KLUMPE
State Conservationist



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Soil
Conservation
Service

451 West Street
Amherst, MA 01002-2995
Tel. (413) 253-4351



Subject: PER - Possible projects for students
in a National Service Corps

Date: December 21, 1993

To: Richard L. Duesterhaus
Assistant Chief, Northeast
USDA-SCS
Washington, D.C.

File Code: 360

Attached is our response to Paul Johnson's request for ideas of projects for students working for a National Service Corps in urban areas.

We plan to pursue these ideas further as we develop our Community Assistance Work Plan. We would appreciate receiving a copy of responses from other states.



RICHARD A. GALLO
State Conservationist

Attachment

Possible Projects for Students in a National Service Corps Working
for Conservation Districts with Technical Assistance from SCS

Urban-Suburban Areas:

1. Stream Assessment and Rehabilitation

- A. Detailed analysis of development, % impervious areas in watersheds, likelihood and effectiveness of stream channel improvements
- B. Carry out construction projects (remove obstructions to fish passage, increase stream meanders or roughness, plant trees and shrubs along streams to provide food and shade for aquatic species, trash removal, education of streamside landowners on property management, revegetation and introduction of other desirable species, etc.
- C. Habitat assessment and improvement on public lands (along with educational workshops, tree-planting programs, etc.

2. Resource Assessments, Resource Management Guidelines and Education

- A. Train teams to inventory and map wetlands and riparian areas, define and establish development restrictions based on resource conditions. Do consistent with "Riverways Bill".
- B. Work with developers and town boards to come up with development criteria that will promote biofiltration and retention of permeable surfaces
- C. Citizens' water quality monitoring programs
- D. Storm drain retrofits and other construction
- E. Translate water quality information into appropriate languages
- F. Staff recycling centers, oil collection programs
- G. Pet owner education
- H. Nature and other interpretive trails on public lands

Rich
Folder

United States
Department of
Agriculture

Soil
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60 Quaker Lane, Suite 46
Warwick, Rhode Island 02886

January 6, 1994

Richard Duesterhaus
Assistant Chief
USDA Soil Conservation Service
P.O. Box 2890
Washington, DC 20013

Dear Rich,

This letter is in response to your request to document examples of areas where Rhode Island Conservation Districts could benefit from employing recent college graduates as part of the public assistance program recently endorsed by President Clinton. Designed to assist grads in the repayment of their student loans, jobs with the Conservation Districts provide valuable work experience while assisting a public agency fulfill its mission.

The Conservation Districts in Rhode Island have fallen upon hard times. All District-sponsored programs are in danger of elimination due to lack of funds. They have lost all state funding and the poor economic times have dried up most available grant money. The three RI Conservation Districts could benefit greatly from the public assistance program for college graduates.

In a brainstorming session, conservation partners in Rhode Island came up with the following jobs that a recent college graduate could fulfill in a 1-2 year assignment.

- **Rhode Island ENVIROTHON Program Coordinator:** a full-time person to coordinate curriculum, funding, training, site arrangements, and other details for ENVIROTHON program.
- **Town Outreach Coordinator:** Plan and conduct training and outreach sessions for town employees and elected officials, such as building officials, public works directors, and town council representatives.
- **Site Plan Review Technician:** Work with Site Plan Review Engineer to design and evaluate development proposals in Rhode Island, as requested by towns.
- **GIS Technician:** Inventory Stormwater and agricultural Best Management Practices (BMP's). Digitize to GIS system.
- **Conservation Education Coordinator:** Market and coordinate use of existing Pawcatuck Watershed Education Program throughout Rhode Island. Make appropriate adaptations for other watersheds in the state.



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- **Watershed Coordinator(s):** Coordinate activities and facilitate communication in each of the three primary Rhode Island watersheds (Narragansett Bay, Pawcatuck River, Scituate Reservoir).

These are just a few examples of the many opportunities that exist with the Conservation Districts in Rhode Island. A qualified college student would be very successful at each of these tasks. These activities would each provide a meaningful work experience and are an invaluable part of the Districts' operation.

If you have any questions about this proposal, please call me at (401) 828-1300.



ANTHONY T. DORE
State Conservationist

FAX TRANSMITTAL

of pages 2

To: Rich Duesterhaus	From: John Titchner, VT
Dept./Agency: SCS Asst Chief	Phone #: 802-951-6795
202-720-0371	802-751-0521

Vermont SCS State Office
89 Union Street
Winchester, Vermont 05491

SUBJ: PER - National Service Program Corps

TO: Rich Duesterhaus
Assistant Chief, Northeast
SCS, Washington, DC

DATE: January 10, 1991

FILE CODE: 360-12-3

As requested, the following are some of Vermont's thoughts as to how SCS and Districts could utilize National Service Program Corps employees:

- i.e., streambank, nature center resources
- to perform wetland determinations
- to assist in the cultivation and harvesting of plantings for bioengineering projects
- to promote conservation education projects
- to develop District nature centers and trails
- to coordinate river network projects
- to develop and implement on-farm manure utilization and composting projects, working with a variety of local organization and government agencies
- to assist trained staff to design and lay out livestock and wildlife ponds, wetland restoration areas, etc.
- to build and implement "gro-lab" projects in schools
- to design and construct nature trails
- to design and implement workshops for selected publics
- to implement accounting software packages for Districts
- to develop computerized filing systems for cooperator files, technical references and others

- to use desktop publishing software for newsletter development
- to produce and distribute video tapes of conservation practices and "ecosystem messages" to schools and local planning and conservation groups
- to develop conservation/natural resources teacher field days

As you can well imagine, the above is not an exhaustive list, but should provide the Chief with some ideas of the useful and challenging activities that students and college graduates could be involved in in Vermont.



John C. Titchner
State Conservationist

bcc: District Conservationists

Sum
VT
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RI
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CT.
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1/10 1. Red Rose



United States
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Soil
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75 High St., Room 301
Morgantown, WV 26505

Subject: PER - National Service Corps
Student Program

Date: Jan. 5, 1994

To: Richard Duesterhaus
Assistant Chief-Northeast
SCS, Washington, D.C.

File Code: 360

We have given further consideration to the possible activities and assistance available through the National Service Corps Student Program. We have solicited both field and state staff inputs with consideration for both urban and rural area applications and activities.

We have two general comments regarding the possible administration and coordination of this program. These comments are:

1. If SCS serves as a host agency, the students could be signed up as either student or non-student Earth Team volunteers and treated in similar fashion as regular Earth Team volunteers. (See Attachment 1, Volunteer Program vs Student Volunteer Program, and Attachment 2, Volunteer Opportunities Available).
2. Many urban and rural activities could benefit soil and water conservation needs if host organizations could be members of our SCS conservation partnership (SCD's or state agencies) or local governmental entities or sponsors of soil and water conservation programs.

From our field and state staff inputs, we have assembled a list of urban and rural area activities for the National Service Corps Student Program. (See Attachment 3, Urban and Rural Activities).

West Virginia has had good experiences with volunteers, summer interns, stay-in-school, and student trainee programs over the last 10 years.

We would welcome the opportunity to involve the National Service Corps Student Program into our cooperative federal, state, and local soil conservation program activities.


ROLLIN N. SWANK *ACTING*
State Conservationist



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Volunteer Program Versus Student Volunteer Program

SCS has two separate volunteer programs. One is the Earth Team Volunteer Program. The lesser known Student Volunteer Program is usually handled through the Personnel Section in your State Office.

The major difference in these two programs is that under the Student Volunteer Program, students can generally receive credit for volunteer service from the learning institutions they are attending. All that's required is a written agreement between the learning institution and SCS before a student performs any service.

If an agreement isn't required by the school and if the student is 16 or older and doesn't want any credit, the student can be enrolled in the Earth Team.

Group Sponsored Volunteers

Groups of people may be signed up as volunteers to work on special projects. An example is asking a group of high school students to take water samples from area creeks and rivers to test water quality. If the students agree to volunteer with SCS, use form SCS-PER-003, Agreement for Sponsored Voluntary Service, and sign them up.

The form requires only two signatures: yours and that of the group's leader. Members of the group do not have to sign the form, but ask their leader to provide their names, and list them on the reverse of the form. Social security numbers are optional for members. But the social security number and date of birth of the group leader is required.

Hosted Volunteers

Hosted volunteers are paid from a source other than SCS while providing their services to us. An example of this is an organization like Green Thumb. The local office of the state department of employment has paid job training programs available to help people build or increase work skills and knowledge. If you provide a training location invite the trainee to sign up as a volunteer for SCS.

Step 2: The Needs Inventory

Step 2, the needs inventory, is relatively easy. List the jobs that must be done but you would prefer not to do because of other priorities. List those jobs you'd like to do but don't have time to do because of other pressing commitments. Then list those jobs on your "professional wish list." These are jobs you would do if you had unlimited time and resources. By now, your list should be rather extensive. And guess what? Volunteers can do any or all of the jobs on your list.

A typical example of a field office needs inventory showed the following job needs.

(Example 1) Job Needs

General Office	Info/Education	Technical Assistance
1. Newsletters	1. Photography	1. Grassland Development
2. Computer Entries	2. Fair Booths	2. Application Review
3. Filing	3. Schools	3. Status Reviews
4. Office Mailings	4. Tours/Field Days	4. Field Surveying
5. Typing	5. Radio & TV	5. Equipment Management
	6. Workshops	6. Construction layout
	7. Conservation Educ.	7. Construction checks
	8. Displays	
	9. Signs	
	10. Demonstrations	

Following a needs assessment, prioritize the needs and focus on specific jobs and tasks to be performed. (This helps in recruiting and matching talent to task.)

Example 2 shows a worksheet that can help you become more "task specific."

Possible Activities For Earth Team Volunteers

Planning and assistance

- Assist Rod/Survey/Layout Personnel in the Field
- Record Notes — Taken in the Field, etc.
- Assemble Informational Folders For Landowners
- Gather Information For Conservation Planning (Aerials, Soils, etc.)
- Prepare Soils Information and Education Reports
- Provide Technical Assistance on Conservation Practices
- Install Tile, Spring Development, Pond and Waterway
- Assist Engineering Staff
- Construction Checks
- Design Work
- Assist with Vehicle Inspections, Safety Checks, etc.
- Supervise Crew Work on Watershed and RC&D Projects
- Provide Technical Assistance on Conservation Tillage
- Assist in Windbreak and/or Wildlife Planting Design

Clerical and staff support

- Gather Information for News Releases and Feature Stories
- Receptionist
- File, Type, and Perform Other Office
- Write RC&D Grant Applications
- Conduct Studies and Inventories
- Input/Program into the Computer
- Answer the Telephone
- Order Aerial Photographs
- Greet Office Visitors
- Order Supplies and Postage
- File and Keep Materials Current

Conservation education and public awareness

- Telephone People for Meeting Attendance
- Prepare News Releases
- Do Radio Interviews
- Take Photographs
- Speak to Civic, Church, School, Groups, etc.
- Present Slide Shows
- Design and Distribute Posters
- Seek Out New Funding Sources for RC&D Measures
- Recruit and Coordinate Volunteers
- Develop Public Information Campaigns
- Educate Volunteers to Teach Conservation to Youth
- Educate Public About Opportunities in The Earth Team
- Create Exhibits and Displays
- Teach Conservation Education
- Coordinate Adult Club Programs
- Plan No-Till Meetings
- Staff Fair Booths
- Organize and Stage Conservation Tours

VOLUNTEER OPPORTUNITIES AVAILABLE:

The following are some examples of different duties with SCS:

Budget Analyst - assists the Budget Officer with budget tracking and related budget reports. Also assists with complex pay estimates and prepares related billings. Assists with special projects.

Budget and Finance Clerk - files time reports, travel vouchers, and other tasks as needed.

Civil Engineering Draftsman - assists design engineers and geologists. Plots cross sections from topo maps and field survey notes. Assists in preparing construction drawings. Operates print machines to reproduce drawings and design sheets. Prepares and checks geologic drawings.

Civil Engineering Technician - prepares and checks engineering computations and quantities. Plots cross sections from topo maps and field survey notes.

Clerk/Typist - type and proofread letters, reports and plans. Operate copying machine and assemble copy materials, routes mail and deliver messages, answer phones, acts as receptionist, file, and other general duties.

Conservation Aid - assists with site selection, layout, and survey of soil conservation practises. Help stake, hold survey rod, read instrument, take notes, reduce notes, draw profile of practices and assist with other design work.

Contract Aid - Xerox and compile plans and bid packets with other office duties as assigned.

Conservation Writer - write news releases for newspapers as well as in-house publications. Develop public service announcements for radio and television. Other writing duties as needed.

Data Entry Clerk - enter various reports and documents into computer system with other office duties as assigned.

Photographer - will do photography assignments. Take color print, color slide, and black and white print conservation photos.

Plant Material Aid - assist with numerous computer tasks relative to the plant materials program. Assist

in the evaluation of field plantings throughout the state. Collect seeds and plants for future evaluation and document collection site information.

Public Information Assistant - assists with information activities for SCS. Assists with layout and design of posters, displays, brochure and other items which will make use of illustrations, and sketches.

Public Relations Specialist - represents SCS and man displays at fairs, festivals, and other functions when needed.

Receptionist - answer telephones and route calls to the appropriate person. Takes messages when person is out of the office. Other office duties as needed.

Soil Conservation Aid - assists with follow-up and maintenance activity on previously planned areas. Assists landowners and operators in the application and maintenance of conservation plans. Makes observations on the adequacy of applied practises. Schedules individual or group contacts with land-owners and operators. Other tasks will be assigned on an as-need basis.

Soils Aid - responsible for soil survey acreage file. Includes measuring the acres in the various mapping units and filling out the field sheet and map unit tally forms. Files transect data and pedon descriptions into the county file and locating the transect lines on the back of aerial photographs. Others duties as needed.

These are just some examples of the large variety of jobs and services that can be done with SCS. The staff will assist you in any way it can to make your work with SCS enjoyable and satisfying. Please feel free to talk to your supervisor or Peg Reese (291-4151) if you have any questions or problems with your volunteer services.

ATTACHMENT #3

URBAN AND RURAL ACTIVITIES FOR NATIONAL SERVICE CORPS STUDENT PROGRAM

Urban Setting

- * Field review, identification of critical eroding urban areas and construction sites.
- * Conservation and environmental education activities with schools, parks, municipalities, including demonstrations and outdoor education projects.
- * Street clean up and roadside litter pick up.
- * Paint and refurbish public facilities.
- * Paint lines and arrows for roadways and parking lots.
- * Stream clean up and stabilization projects in urban area floodways, flood plains, parks, and recreation areas.
- * Maintenance of public and state parks.
- * Water quality monitoring, Save Our Stream Projects, and weatherization projects.
- * Assisting state, local units of governments with Geographic Information System (GIS) data gathering, entry and management activities.
- * Dry hydrant design and installation assistance (for rural areas also).
- * Work with recycling centers (pick up, sorting, etc.).

Rural Areas

- * Data inputs for FOCS, GIS at field office level.
- * Water quality monitoring, Save Our Stream Projects, and stream channel clean up projects.
- * Assist districts with Potomac Headwaters Water Quality Demonstration Project activities (field days, demonstrations, pesticide disposal, etc.)
- * Soil testing, nitrogen quick tests, nutrient management assistance in the field with producers.
- * Design and installation of conservation practices.
- * FSA follow up and assistance, updating FSA plans, tobacco producer contacts.
- * Soil and water conservation education projects and demonstrations, conservation camps.
- * Updating cooperator files and field office records.
- * Watershed dam inspections and maintenance support (mowing, debris removal, brush clearing, etc.)
- * Tree, shrub, wildlife plantings.
- * School environmental and conservation education presentations, assistance, etc.
- * Cruising timber stands for fire protection, timber stand improvement, etc.
- * Field review and inspections for logging operations.



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James M. Hanley Federal Building
100 So. Clinton Street, Room 771
P.O. Box 7248
Syracuse, New York 13261-7248

VIA FACSIMILE

Subject: PER - Student Volunteer - Project Opportunities

Date: December 30, 1993

To: Richard L. Duesterhaus
Assistant Chief, Northeast
SCS, Washington, DC

File code: 360:

As requested at our recent meeting with you and Paul Johnson, following is a list of tasks/opportunities in which we could utilize college students in New York (please note that these are in no particular order):

1. Conservation Information/Education activities.

- Teach conservation in urban classrooms (school age/adult) or conduct teacher workshops on conservation.
- Evaluate schools for potential of creating outdoor classrooms, then create the outdoor classroom.
- Develop conservation information packets for schools to increase natural resource conservation awareness.
- Work with Parks Departments to create and conduct guided tours of natural resources and explain their importance to the overall environment.
- Create water quality displays and circulate at local summer festivals, county fairs, neighborhood festivals, etc.
- Develop series of fact sheets on a variety of topics. Distribute to high traffic areas such as malls and grocery stores.
- Develop a "mobile education unit."
- Assist with documentary video of special project activities.
- Develop liaisons with local colleges. Develop projects beneficial to both the school, student (internships, work for grades, master thesis projects) as well as the community (local research, resource inventories, environmental projects, etc.).

2. Urban Work Crews - groups of people that would work on labor intensive conservation projects.

- Construct nature trails.
- Plant trees, shrubs, grasses.
- Mark trees for timber stand improvement.
- Streambank or pond shoreline stabilization with gabion baskets.
- Evaluate/conduct urban highway corridor plantings for beautification, cooling and air pollution mitigation.
- Maintenance work along urban waterways such as brush cutting along streams.
- Enhance vacant lots through neighborhood gardens, planting seedlings, landscaping, fencing, etc.

-continued-



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Richard L. Duesterhaus
Page 2
December 30, 1993

3. Evaluation/Research/Study-type Activities

- Open Area Map Detailing - reviewing resource maps.
- Project Coordination - finding out what other agencies are doing.
- Grant application writing.
- Grant research.
- Site Evaluations - gaining information on sites where conservation measures are being installed.
- Evaluate stormwater detention structures for possible conversion to wetland basin treatment.
- Evaluate critical area treatment needs in parks.
- Conduct watershed studies to evaluate the impact of development on runoff, fisheries, wildlife, and other resources.
- Conduct an urban wetlands inventory. Utilize with county GIS system on heavily traveled area, create kiosk stating value of wetlands.
- Assist with mineland plan development, subdivision reviews, recreational area planning, etc.
- Data collection and inventory work for potential RC&D projects and PL-566 projects.

4. Water Quality/Quantity Activities

- Watershed analysis activities.
- Delineating critical runoff points.
- Conduct stream corridor inventory of erosion, fisheries and wildlife habitat debris, etc. Do stream plants where feasible.
- Water quality monitoring.
- Sampling for nonpoint source pollution.

5. Computer

- Enter CAMPS data and other data base management activities.
- Assist county government with loading soils and other natural resource data into GIS to help protect the best agricultural land and preserve threatened unique environmental features.

6. Students of engineering could assist with conservation practice survey, design and construction.

7. Students in agronomy could assist farmers with planning of rotational grazing systems.

8. Students in archaeology could assist with cultural resource inventories and documentation.

9. Students in forestry could assist with woodland planning and logging road erosion control.

-continued-

Richard L. Duesterhaus

Page 3

December 30, 1993

10. Recycling

- In areas where bottle deposits and community recycling has not caught on, crews could pick up recyclable products from high volume areas.
- Develop neighborhood recycling centers for leaves, grass clippings and twigs.

If you have any questions, or need further clarification on any of these items, please contact me.



PHILLIP J. NELSON
Deputy State Conservationist



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JAMES M. HANLEY FEDERAL BUILDING
100 S. CLINTON STREET, RM. 771
P.O. BOX 7248
SYRACUSE, NEW YORK 13261-7248

F A C S I M I L E T R A N S M I S S I O N

DATE

12/30/93

TO

Rich OusterhausAssistant Chief - Northeast

FROM

Lauri CippSecretary - New York

TELEPHONE:

315/423-5521

FAX NUMBER:

COM (315) 423 5508

TOTAL PAGES, INCLUDING THIS PAGE

4

REPLY:

☐ Please acknowledge receipt of this FAX.☐ No response necessary.

REMARKS OR REQUESTS TO RECEIVING SITE:



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P.O. Box 2890
Washington, D.C.
20013

MAR 2 1995

SUBJECT: Update on AmeriCorps Program in NRCS

TO: Tom Weber, Deputy Chief for Natural Resources Conservation
Programs, NRCS
Danny Sells, Director, Legislative Affairs, NRCS
Bob Reaves, Acting Director, Budget Planning and Analysis

Attached is an overview of the current status of the AmeriCorps Program in NRCS.

If this information is not sufficient to meet your needs, please contact me. I will be happy to supply any further information that you may require.

LLOYD E. WRIGHT

Director, Community Assistance and
Resource Development Division

Attachment



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AMERICORPS SUMMARY

Budget - NRCS:	\$7,842,730 *
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Total Positions

Federal Agencies	2500
USDA	1200
NRCS	571

Public Lands & Environmental Corps	284
------------------------------------	-----

Rural Development Corps	287
-------------------------	-----

Demographics of NRCS Members

Male	290
Female	240
Enrolled in Child Care	42
Enrolled in Health Insurance	433

Education

No High School/Ged	10
High School/GED	72
Some College	169
College Degree	213
Graduate School	57
Professional School	9

Number of Members who have found permanent employment through their National Service	19
--	----

* Direct support of AmeriCorps Members only

Some Examples of the Types of Jobs of AmeriCorps Members

Natural Resource Technicians/Aids
Rural Development Specialists
Geographic Information System Specialists
Soil Conservationists
River Keepers
Forester
Biologist
Community Planner
Water Quality Specialists
Rural Public Safety Specialists
Conservation Planning Specialists
Farm-A-Syst Evaluators
Landscape Ecologist
Stream Morphologist
Project Coordinators
Conservation Education Specialists
Wetland Inventory Specialists
Landscape Architects
Watershed Council Coordinators
Community/Economic Development Coordinators

The following is a list of accomplishments by NRCS AmeriCorps Members.

Running Water and Indoor Plumbing

AR Installed rural water lines.

LA/

MS Assisted citizens join and develop rural water associations.

Rural Economic Development

MS Devised plan to reduce employee turnover.

WV Assisted with implementation of a business retention
and expansion program.

TN Helped local industrial foundation obtain a \$201,000 grant.

MS Assisted in implementation of economic development seminars.
Conducted surveys as part of regional strategic plan.
Developed reports designed to expand existing business and
attract new business.

IL Completed a Small Business Research and Revitalization
Project and are helping to update the town's overall
economic development plan.

- SC Established a downtown redevelopment effort concentrating on a historic abandoned hotel.
Completed survey of community and ownership to stabilize development and establish a plan for cooperative effort for agricultural processing and development.

Sustainable Agriculture

- ME Received funding to set-up a state-wide series of Best Management Practices for blueberry growers and began workshops.
Assisted in establishment of a pilot Integrated Pest Management Program for cranberry growers.
Provided personal assistance to cranberry growers.
- CA Began water quality monitoring
Trained dairy operator to use water quality test kit, and is developing plans to provide training to four different local organizations.
Completed inventory work for a watershed group.
- MN Began work to improve forage/grassland conditions to the good or excellent category on 5,000 acres.
Began work to improve water quality and reduce producer fertilizer input costs by developing and implementing animal waste nutrient utilization and management plans on 120 livestock operations.
- SC Conducted waste water sampling of waste management facilities (this was the first in SC and will serve as a model for other conservation activities.
Tested 600 different soil samples to determine croplands with high levels of phosphorus and acidity.
Expanded inventory on data on farm grasslands to reflect 40,000 acres in order to reduce erosion and improve water quality.
- CA Survey three dairies with the goal of eliminating 6,867 tons of waste.
- AR Developed farm and home plans for small and disadvantaged farmers to help them obtain loans to stay on their land.
- NY Helped digitalize soil surveys.

Emergency Response and Prevention

- VT Dry Fire Hydrant Project
- IA Conducted outreach to increase the number of farmers in the Emergency Wetlands Reserve Program.

- MO Began preparing guide sheets and a handbook to aid reclamation of two smaller tributaries of the Missouri River.
Began development of a Decision Support System computer model for floodplain management.
Produced an information sheet on flood recovery.
Began collecting hydrologic and agronomic data in order to propose land-use alternatives.
Provided emergency program assistance to 32 landusers
Investigated local floodwater retarding dams to determine workload
Assisted sponsors to complete five dam safety reports & performed maintenance on 15 floodwater retarding dams.
Completed maps of the sands deposits created by the flood of 1993.
Assisted with flood protection recovery through the Emergency Watershed Program.
- WV Organized a dry fire hydrant.
- SC Helped local officials improve emergency response procedures by conducting a county road survey to inventory and update names and locations, as the first base procedure to reduce delays in 911 emergency responses. Saved the county approximately \$20,000.
- MS Sponsored a regional meeting to improve rural fire protection services.
Generated maps to use in planning dry fire hydrants.
- AR Began work to move residents out of floodplain.
- LA Began dry fire hydrant project.
- CA Began creating and implementing fuel reduction plans.
Completed a mitigation plan for the Kinneola area and have completed field work for the Laguna mitigation plan.
- Midwest Flood Recovery States: Members are performing inventories, evaluations and providing supporting documentation to enable USDA to implement Emergency Flood Response measures. This includes collecting data to enable the local District Conservationist (DC) to make wetland determinations or damage assessments.

Fisheries Restoration

- ME Sorted 78 samples of ichthoplankton, identifying eggs and larvae in the samples, in order to aid in the restoration of striped bass.
Identified suitable locations for installation of boxes for salmonoid spawning, rearing and staging.
- WV Developed a pond system for production of striped bass on a commercial basis.
Began an organization of warm water fish producers in the area.

Alternative Uses of Natural Resources

- MN Developed a public access TV show that explains RC&D project that promotes sustainable energy.
- LA Worked on bridge information summary for possible construction of timber bridges.
- MS Completed one timber bridge application.
- AR Assisted with development of a local woodland owners association. Identified sites for Pellet Stove Demonstration Projects
- UT Began conducting an analysis of the potential for local resource-based, value-added industries in the region.

Environmental Education Facilities

- SC Built a new front entrance gate and nature trails at the Adiar Outdoor Learning Center
- TN Improved and expanded the Humphreys County Soil Conservation District Environmental Center.
- MS Nearly completed two outdoor classrooms and a nature trail.

Tourism Development to Boost Local Economies

- VA Developed video program showing natural resources of the area. Prepared a plan for a local greenway trail.
- MN Worked on the Agassie Recreational Trail Project and developed brochure.
- TN Set up advisory board, interviewed tourism professionals and began an initiative to provide technical assistance and "hands-on" service in the establishment and renovation of county museums.
- KY Produced brochure for the Kentucky Craft Village.
- MS Began inventory of tourism resources in an 18 county area.
- IA Prepared maps and written materials to assist counties in locating areas for potential in recreation, tourism, economic development, and wildlife areas.
Worked to develop bicycle loops for area cycling clubs.
Updated tourism guides, wrote scripts for tours, restored a farmer's market, and took an inventory of resources in the African-American community to create an agricultural heritage area in Northeast Iowa.

Recycling Promotion

- TN Developed a marketing program for recyclable materials.
Developed a program called "Garbage Busters" for second graders.

Wrote grants for various proposals focusing on recycling.
Prepared articles for newspapers entitled "Trashy Talk".
Completed a presentation for a public education program on oil recycling in Tennessee.
Created a database to track status of solid waste/recycling process in 14 counties.
Began poster contest in local schools with the theme, "Reduce, Reuse, and Recycle."
Convinced 16 schools to start on-site recycling programs.
Presented eight environmental education programs to 400 students.

American Indian Tribal Empowerment

AZ Began assessment of small-scale agriculture needs on the Hopi and Navajo Reservations.
CA Formed client partnerships to aid two severely eroded streams, has helped the Round Valley Tribal Community treat two miles of stream, and signed up four local growers for a cost share program to convert to the water-saving drip irrigation program.
NM Began inventory of private woodlands and started to conduct a resource and rangeland inventory on the Southern Ute Indian Reservation.

Water Quality Protection

ME Completed a sanitary survey.
VT Conducted a 21 mile reconnaissance survey to evaluate the state of erosion control and bioengineering measures installed in the 1930's.
WV Performed soil nutrient content analysis and animal manure nutrient analysis.
Performed nutrient and pesticide management activities.
Two members have provided assistance on a combined total of 1,000 acres.
TN Have dewatered 2.5 million gallons of waste.
LA Performed over 100 pre-assessment surveys to identify threats to water quality.
Made presentations on water quality to 240 high school students.
OH Completed a field map of Pickaway County to help protect the Darby Creek Watershed.
Completed survey and design work to implement Best Management Practices in rural areas.
Identified local landowners who want trees planted on riparian areas.
Began identifying places on the Big and Little Darby Creeks where

point and non-point pollution enters the stream system.

MI Conducted water quality assessments and provided water quality protection plans to 29 farm families.

MN Developed a public participation plan for the Nemadji River Basin Project and completed a watershed roadside erosion inventory.

Cultural and Historic Resource Preservation

WV Performed an archaeologist inventory on five major sites.

NM Recruited three property owners who have agreed to use their properties as pilot locations for historic renovations.

Education

CA Helped coordinate and teach a Nature Discovery Program

ME Worked with 12 teachers to begin implementing an "Adopt-a-Stream" curriculum.

Collected, revised, adapted, copied and distributed a 20 page packet of educational materials.

Facilitated three cooperative agreements between University of Maine at Machias, University of Maine Orono Cooperative Extension, and Maine Department of Environmental Resources in order to integrate hands-on water quality testing and shoreline sampling experience into the Environmental Chemistry and Special Topics in Environmental Sciences courses.

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